SEIL/Sec./SE/2026-27/37 **August 18, 2026**

The Manager
Listing Department
National Stock Exchange of India Ltd
Exchange Plaza, Bandra Kurla Complex
Bandra (East), MUMBAI 400 051
Fax # 022-2659 8237/8238/8347/8348
Symbol: SCHNEIDER

The Secretary
BSE Limited
Phiroze Jeejeebhoy Towers,
Dalal Street
MUMBAI 400 001
Fax # 022-2272 3121/2037/2039
Scrip Code No. 534139

Sub: Business Responsibility and Sustainability Report for the financial year 2025-26

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("Listing Regulations"), and relevant circulars issued by SEBI in this regard, as amended from time to time, please find enclosed the Business Responsibility and Sustainability Report ("BRSR") for financial year 2025-26, along with Independent Auditors' Assurance Report provided by M/s. Forvis Mazars LLP.

The BRSR also forms part of the Annual Report of the Company for the financial year 2025-26, submitted to the exchanges vide letter no. SEIL/Sec./SE/2026-27/36 dated August 18, 2026 and has been also made available on the website of the Company at https://infra-in.se.com/.

Request you to kindly take the same on record.

Thanking you.

Yours Sincerely,
For **Schneider Electric Infrastructure Limited**

SUMIT GOEL
Digitally signed by SUMIT GOEL
Date: 2026.08.18 14:40:03 +05'30'

Sumit Goel
Company Secretary & Compliance Officer

Encl: As above

Business Responsibility and Sustainability Report



SECTION A: GENERAL DISCLOSURES

I. Details of the Listed Entity

1. Corporate Identity Number (CIN) of the Listed Entity

L31900GJ2011PLC064420

2. Name of the Listed Entity

Schneider Electric Infrastructure Limited

3. Year of incorporation

12 March 2011

4. Registered office address

Milestone 87, Vadodara-Halol Highway, Village Kotambi, Post Office Jarod, Vadodara, Gujarat 391 510, India

5. Corporate address

15th Floor, DT-4, DLF Downtown, Phase 3, Sector 25A, DLF QE, Gurgaon, Dlf Qe,Haryana, India, 122002

6. E-mail

investor.relation@schneider-electric.com

7. Telephone

+91 92280 78000

8. Website

https://infra-in.se.com/en/

9. Financial year for which reporting is being done

April 1, 2025 to March 31, 2026

10. Name of the Stock Exchange(s) where shares are listed

BSE Limited and National Stock Exchange of India Limited

11. Paid-up Capital

219.82 Crores

12. Contact Person

Name of the Person

1. Dr. Richa Gautam (Director- CSR & Sustainability)
2. Mr. Roshan Ouseph (DGM- Sustainability)
3. Mr. Sumit Goel (Company Secretary & Compliance Officer)

Telephone

Tel: +91 02668 664300;

Fax: +91 02668 664621

Email address

1. richa.gautam@se.com
2. roshan.ouseph@se.com
3. company.secretary@schneider-electric.com

13. Reporting Boundary

Type of Reporting: Standalone Basis

14. Name of assessment or assurance provider

Forvis Mazars LLP

15. Type of assessment of assurance obtained

BRSR Core indicators: Reasonable Assurance·

Other quantitative indicators: Limited Assurance

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% Turnover of the Entity
1	Manufacturing	Manufacturing of advanced products for electricity distribution including transformers, medium voltage switchgears, relays and automation equipment	89.1%
2	Trading	Trading	3.2%
3	Services	Recharges including markups and service revenue i.e AMC	7.6%

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	Manufacture of electric motors, generators, transformers and electricity distribution and control apparatus	271	89.1%
2	Repair of electrical equipment that are connected to service delivery, manufacturing, trading, supply, installation, support, and maintenance.	33140	7.6%

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	5*	18	23
International	0	0	0

**Including one group company factory producing product for SEIL.*



KMVC Plant- Kolkata. Started operation in Jan'26

19. Markets served by the entity

a. Number of Locations

National
(No. of States)

International
(No. of Countries)



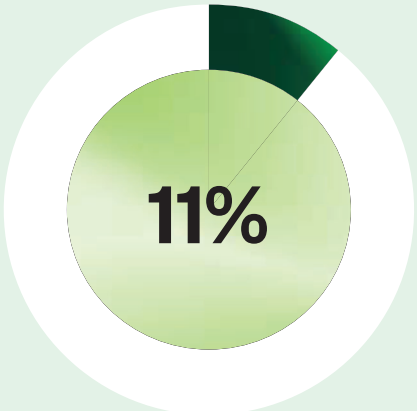
6
Union territories

28
states



49
Countries

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



c. A brief on types of customers

SEIL serves customers across all segments viz. End users, EPCs, Channel Partners, Panel Builders, Distributors, contractors, etc. The Company works closely with power, infrastructure, and industry customers, serving a diverse range of end markets, including renewables, conventional power generation, power distribution companies, smart cities, oil & gas, mining & metals, transportation, automotive, manufacturing industries, and commercial buildings.

IV. Employees

20. Details as at the end of Financial Year

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
a. Employees and workers (including differently abled)						
Employees[1]						
1.	Permanent (D)	990	751	75.9%	239	24.1%
2.	Other than Permanent (E)[2]	178	151	84.8%	27	15.2%
3.	**Total employees (D + E)**	**1168**	**902**	**77.2%**	**266**	**22.8%**
Workers[3]						
4.	Permanent (F)	457	426	93.2%	31	6.8%
5.	Other than Permanent (G)[2]	630	628	99.7%	2	0.3%
6.	**Total workers (F + G)**	**1,087**	**1,054**	**97.0%**	**33**	**3.0%**
b. Differently abled Employees and workers[4]						
Differently abled Employees						
1.	Permanent (D)[1]	5	3	60%	2	40%
2.	Other than Permanent (E)[2]	0	0	0	0	0
3.	Total differently abled employees (D + E)	**5**	**3**	**60%**	**2**	**40%**
Differently Abled Workers						
4.	Permanent (F)[3]	2	2	100%	0	0%
5.	Other than permanent (G)[2]	0	0	0	0	0%
6.	Total Differently abled workers (F + G)	**2**	**2**	**100%**	**0**	**0%**

1. *Employees are all management-level employees employed with the SEIL entity.*
2. *Other than permanent employees and workers, exclude contract services.*
3. *Workers are all operators employed with the SEIL entity.*
4. *Differently abled employees and workers are the ones who have self-identified and declared themselves as "differently abled" in the records of SEIL*

21. Participation/Inclusion/Representation of women

Sr. No.	Category	Total (A)	No. and % of females	
			No. (B)	% (B/A)
1	Board of Directors	6	1	17%
2	Key Management Personnel	3	0	0%

22. Turnover rate for permanent employees and workers

Category	FY 2025-26 (Turnover rate in current FY)			FY 2024-25 (Turnover rate in previous FY)			FY 2023-24 (Turnover rate in the year prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	8%	13%	9%	8%	14%	10%	9%	8%	9%
Permanent Workers	1%	3%	2%	1%	0%	1%	2%	0%	2%

18.7%
Gender diversity among employees

2,255
Total employee and workforce strength

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

23. Names of holding / subsidiary / associate companies / joint ventures

S. No	Name of the holding/Subsidiary / associate companies / Joint ventures	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Energy Grid Automation Transformers and Switchgears India Private Limited	Holding Company	70.57%	No

**Schneider Electric SE, France is the Ultimate Holding Company of SEIL.*

VI. CSR Details

24. (a) Whether CSR is applicable as per section 135 of Companies Act, 2013

Yes

(b) ₹2,891
Turnover (in ₹ Crore)*

(c) ₹774
Networth (in ₹ Crore)

**For year ended 31 March 2026*

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	If yes, then provide web-link for grievance redress policy	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial year)		
			Number of complaints received during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints received during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	https://www.se.com/us/en/about-us/sustainability/responsibility-ethics/	0	0		0	0	
Investors (other than shareholders)			0	0		0	0	
Shareholders			33	0		23	0	
Employees and workers			3	2	Cases under Investigation	4	1	All complaints related to previous FY are closed.
Customers			0	0		0	0	
Value Chain Partners			1	0		5	1	All complaints related to previous FY are closed.
Others			0	0		2	1	All complaints related to previous FY are closed.



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

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

The material issues were identified through a double materiality assessment conducted in consultation with SEIL stakeholders. Out of a total of 27 material KPIs, 11 environmental and social topics were identified as high priority, including both impact material and double material topics. Please read about process followed for SEIL double materiality in sustainability section in Annual report.

Sl. No	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for Identifying the Risk / Opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	**Sustainability Engagement with Customers** Enabling customers to adopt sustainable and energy-efficient solutions through tools, training and advisory support.	**Risk & Opportunity**	**Opportunity:** • Growth in SEIL products which directly enable customers' decarbonization, energy-efficiency. • Differentiation as a sustainability partner strengthens brand value and customer loyalty. **Risk:** • Failure to support customers' energy transition risks exclusion from green procurement and tenders, loss of competitiveness and erosion of customer trust.	1. Embed & publish energy-efficiency and lifecycle-emissions data into product offers and proposals. 2. Provide EcoStruxure-based monitoring and decarbonization advisory support. 3. Customer satisfaction and sustainability-engagement tracking through survey.	Positive & Negative

Sl. No	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for Identifying the Risk / Opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2.	 **Adopting Sustainable Practices for Suppliers** Helping suppliers adopt sustainability and ESG standards through training, tools and programs.	**Risk**	**Risk:** ▪ Lack of transparency or malpractice on human rights, labour standards or environmental compliance leads to legal exposure, fines, reputational and brand damage. ▪ Scope 3 supplier emissions represent a major decarbonization dependency; weak supplier ESG performance constraints SEIL's own targets.	1. Supplier Code of Conduct and ISO 26000 assessment. 2. On-site supplier audits aligned to the Responsible Business Alliance (RBA) protocol. 3. Independent third-party supplier risk assessment. 4. CO_2-reduction program for top suppliers; & Decent Work program. 5. Supplier capacity building, training and tools.	Negative
3.	 **Sustainable Business Model Transformation** Developing advanced technologies and transforming business models to enable electrification, digital solutions and circular practices for customers.	**Risk & Opportunity**	**Opportunity:** ▪ Transition from product-only to solutions, digital and service/circular business models opens new revenue streams and long-term resilience. ▪ Alignment with electrification and digitalization megatrends positions SEIL for market leadership. **Risk:** ▪ Failure to transform the business model risks technological obsolescence, margin erosion and loss of market share.	1. R&D investment in advanced, connected and SF6-free product portfolios. 2. Integration of EcoStruxure digital platforms and service-based offers. 3. Scale circular offers (Eco-fit, repair, retrofit, refurbishment).	Positive & Negative
4.	 **Community Empowerment** Enabling local and vulnerable communities to thrive by improving access to essential resources, skills and opportunities for inclusive growth.	**Opportunity**	**Opportunity:** ▪ Empowering communities around SEIL sites strengthens long-term stakeholder trust. ▪ Contributes to the achievement of the UN SDGs ▪ Upliftment of local and vulnerable communities through skilling, education and energy access.	1. CSR policy and governance framework. 2. Community need-based programs (education, skilling, energy access, health). 3. Impact measurement and reporting of CSR interventions.	Positive

Sl. No	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for Identifying the Risk / Opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5.	 **Employee Learning and Development** Continuous upskilling and capability building to meet evolving business and technological needs.	**Risk & Opportunity**	**Risk:** • Failure to upskill the workforce, especially in digital & AI, leads to capability gaps, lower productivity, higher recruitment cost and weaker employer brand. **Opportunity:** • Recognition as a market leader for talent development improves attraction, retention and engagement.	1. Digital upskilling targets and learning-hours-per-employee tracking. 2. Functional and digital skills program (CoMET). 3. Global Career Week and internal mobility pathways. 4. Leadership and critical-skills development pipeline.	Positive & Negative
6.	 **Circularity and Sustainable Product Design** Designing products and processes that minimize resource use, extend product life and enable reuse or recycling.	**Risk & Opportunity**	**Opportunity:** • Eco-design for resource efficiency, longevity, reuse and recycling opens circular revenue (repair, retrofit, refurbishment) and meets customer and EU Taxonomy expectations. **Risk:** • Resource waste and safety risk where assets are handled in unscientific way at end-of-life. • Non-compliance with extended producer responsibility and hazardous-substance norms.	1. Eco-fit, repair and retrofit offers to extend product lifespan. 2. Eco-design principles and promoting recycled-content / recyclability in products. 3. End-of-life management methodology defined and communicated via product manuals. 4. Restricted use of hazardous substances	Positive & Negative
7.	 **Health and Safety** Protecting workers and contractors from physical harm and occupational risks.	**Risk & Opportunity**	**Risk:** • Serious or fatal injury / illness to employees or contractors results in harm to people, property damage, fines, reduced customer confidence and reputational impact. **Opportunity:** • Strong safety performance increases confidence of current and prospective employees and supports continuous improvement.	1. Safety strategy and Global Safety Directives. 2. Serious Incident Investigation Process (SIIP); and Global Safety Alerts. 3. Site EHS assessments and contractor safety management. 4. Target to reduce the Medical Incident Rate (MIR).	Positive & Negative

Sl. No	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for Identifying the Risk / Opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8.	 **Climate Change Mitigation** Reducing greenhouse gas emissions across the value chain to slow global warming.	**Risk & Opportunity**	**Risk:** ▪ Failure to meet 1.5°C-aligned GHG reduction targets; reputational impact and loss of trust from customers, investors and employees. ▪ Exposure to climate related physical and transition risk. **Opportunity:** ▪ Progress on renewable energy and energy efficiency lowers operating cost and strengthens market positioning.	1. Climate strategy covering operations and supply chain. 2. SEIL ESG-plan targets for renewable-energy adoption and energy efficiency. 3. Innovation to reduce SF6 gas in products and sites (SF6-free switchgear). 4. SBTi-aligned targets; Scope 1, 2 and 3 GHG accounting.	Positive & Negative
9.	 **Employee Engagement and Wellbeing** Fostering a positive work culture through recognition, well-being programs and opportunities for collaboration and growth.	**Risk & Opportunity**	**Risk:** ▪ A weak engagement culture increases turnover cost, lowers productivity and weakens the employer brand and talent pipeline. **Opportunity:** ▪ A positive, recognition-led culture with strong well-being programs improves retention and positions SEIL as an employer of choice.	1. Employee engagement surveys (OneVoice) with action tracking. 2. Recognition programs and well-being / mental-health initiatives. 3. Flexible and hybrid working arrangements. 4. Global candidate and employee feedback tools.	Positive & Negative
10.	 **Improving Diversity** Building a workforce that reflects varied perspectives and identities, including ability, ethnicity and LGBTQIA+.	**Risk & Opportunity**	**Risk:** ▪ Not providing equal opportunity limits the ability to attract and retain the best talent, raising turnover cost, loss of women in the leadership pipeline, legal exposure and adverse company image. **Opportunity:** ▪ A diverse and inclusive workforce improves attraction, retention and innovation, and reduces workplace discrimination.	1. Gender diversity targets and inclusive hiring practices. 2. Equal employment policy and Diversity & Inclusion Policy. 3. Trust Line to address discrimination and harassment grievances. 4. Accessible, PwD-friendly site infrastructure.	Positive & Negative

Sl. No	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for Identifying the Risk / Opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
11.	**Green, Safe and Accessible Workplaces** Designing and operating sites that minimize environmental impact, optimize resource efficiency and enhance well-being.	**Risk & Opportunity**	**Opportunity:** • Operating sites to minimize energy, water and waste footprint while enhancing well-being and accessibility lowers operating cost and supports green-building positioning. **Risk:** • Poor site environmental management (water depletion, pollution, waste) leads to public scrutiny, regulatory non-compliance and reputational impact.	1. Integrated Management System with ISO 14001 certification. 2. Water conservation strategy and action plan across all sites. 3. Renewable energy at sites and responsible waste management. 4. Site EHS assessment; accessible and inclusive site infrastructure.	Positive & Negative



SECTION B: MANAGEMENT AND PROCESS DISCLOSURES



Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes										
1.	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
	c. Web Link of the Policies, if available	The policies can be viewed on Company's website: https://infra-in.se.com/en/investor/reports/policies/ https://www.se.com/in/en/about-us/sustainability/responsibility-ethics/ https://www.se.com/ww/en/about-us/suppliers/								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes								
3.	Do the enlisted policies extend to your value chain partners? (Yes/ No)	Yes								
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.	All our sites are certified for ISO 9001, 14001, 45001, 50001 and our products are certified as per BIS and IEC. At group level, we also abide by internationally agreed sustainability goals such as UN SDGs and are part of organizations such as UNGC, WBCSD, WEF, The Climate Group and SBTi etc. Schneider Electric also follows reporting standards such as CSRD, GRI, SASB, TCFD globally to ensure highest standards of sustainability reporting. Please refer the link for more information: https://www.se.com/ww/en/about-us/sustainability								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9

5. Specific commitments, goals and targets set by the entity with defined timelines, if any.

Climate



Indicator	Target	Actuals
1. Electricity sourced from renewables (with Renewable Energy certificates)	100%	100%
2. Energy Efficiency Improvement %	15%	15%
3. Maintain the threshold of SF6 leakage	0.19%	0.15%
4. Reduce CO_2 emissions from Indian suppliers' operations (18 Nos)	50%	68.7%

Resource



Indicator	Target	Actuals
5. Completion of water conservation action plans for all sites	100%	100%
6. Circuit Breakers upgraded through EcoFit program	10,000	12,323

Trust



Indicator	Target	Actuals
7. Employees trained yearly on Ethics	100%	99%
8. Product Safety recalls	0	0
9. Level of confidence of our employees to report behaviors against our Principles of Trust	84%	91%
10. Employees trained yearly on Cybersecurity	100%	99%
11. Strategic suppliers (6Nos) provide decent work to their employees	100%	100%
12. Lost time Injury frequency rate at Manufacturing sites	0.74	0

Equal



Indicator	Target	Actuals
13. Increase gender diversity.	20%	18.7%

Generations



Indicator	Target	Actuals
14. Employees undergoing digital upskilling through Digital Citizenship program yearly	90%	33%
15. Training Youth as energy professionals	400	1,750

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
6.	Performance of the entity against specific commitments, goals, and targets along-with reasons in case the same are not met.	SEIL has set up comprehensive & ambitious goals for FY25-26 in various areas like Climate, Resource, Trust, Equal and Generations. These targets have been meticulously followed by the stakeholders & leadership, developing action plans and ensuring quarterly achievements. As mentioned in Q5, we have made significant progress in most of our targets and had non-achievement in only 2 targets (Excluding training in ethics and cybersecurity). **1. Diversity:** We have not met the ambition by 1.3% mainly due to management decision for hiring freeze. However our current performance is best in industry and we will be continuing the efforts in next cycle also. **2. Digital Citizenship program:** To align with emerging technological advancements and the growing impact of artificial intelligence, the program was enhanced and renamed "AI for All".								
Governance and Leadership, and Oversight										
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements.	For SEIL, sustainability is foundational to how we create long-term value. It informs the way we design and manufacture advanced products and systems for electricity distribution, how we operate our facilities, how we engage with suppliers and customers, and how we contribute to the communities around our sites. SEIL's portfolio spanning transformers, medium-voltage switchgear, protection relays, automation systems, distribution management systems places us at the centre of India's energy transition and the digital transformation of power infrastructure. We were honoured with the Golden Peacock Award for ESG – 2025, a recognition of SEIL's commitment to responsible business, sustainability and governance excellence. We were also proud that Schneider Electric was ranked among India's Top 15 Employers for 2025 by TIME and Statista, reflecting the strength of our people-first culture, inclusion agenda and commitment to employee experience. These efforts and recognitions has helped us to maintain "Strong" ESG rating by CRISIL, an independent ESG rating provider approved by SEBI. Our sustainability strategy for FY 2025–26 continues to be anchored on the five long-term pillars of Climate, Resources, Trust, Equal and Generations. These priorities are aligned with Schneider Electric's global sustainability framework and its SBTi-validated commitment to achieve a 25% absolute reduction in value-chain emissions by 2030 and net-zero CO_2 emissions across the value chain by 2050.								

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
		At SEIL, these ambitions are translated into entity-level goals through a structured ESG roadmap, site-level action plans, materiality-led priorities and Board-level oversight through the Environmental, Social and Governance & Corporate Social Responsibility Committee. In FY 2025–26, SEIL reported progress on renewable energy, energy intensity, water intensity, Scope 1 and Scope 2 emissions intensity and safety performance; the Company also undertook BRSR assurance through an independent assurance provider. Our operational priorities remain clear: reduce the environmental footprint of manufacturing, improve resource efficiency, strengthen safety culture, enhance supplier responsibility, support inclusive growth and deliver products that help customers build safer, more reliable and more sustainable electricity networks. We are investing in renewable energy, energy-efficiency measures, water conservation, zero-liquid-discharge initiatives, sustainable packaging, biodiversity actions and digital monitoring of environmental performance. People remain central to our impact journey. We continued to focus on a safe, inclusive and future-ready workplace, with strong emphasis on health and safety systems, human-rights training, ethics, cybersecurity, digital upskilling and gender diversity. We maintained zero workplace fatalities and continued to strengthen mechanisms for hazard reporting, grievance redressal and employee well-being. Our responsibility extends beyond our own operations. SEIL continues to engage suppliers through vigilance, responsible procurement and assessment processes covering environmental practices, health and safety, working conditions and human rights. We also continue to support communities through CSR initiatives implemented by Schneider Electric India Foundation in Skill development, solar powered electrification of community centers and homes. As India accelerates investment in grid modernisation, renewables, data centres, mobility and resilient infrastructure, SEIL is well positioned to contribute with technology led- connected, digital and sustainable electricity distribution solutions. On behalf of the Board, I thank our shareholders, customers, employees, suppliers, regulators, communities and all other stakeholders for their continued trust. We remain committed to advancing technology by building a more electric, digital, efficient and sustainable future together.									
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policies	**Mr. Udai Singh,** **Managing Director & Chief Executive Officer** **(DIN:10311583)**								
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 Company has duly constituted Environmental, Social and Governance & Corporate Social Responsibility (ESG & CSR) Committee, responsible for decision making on Sustainability & ESG-related matters. Please refer to the Corporate Governance Report for details of the composition of ESG & CSR Committee.								

Sr. No.	Director	Designation	DIN Number
1	Mr. Pravin Kumar Purang	Chairperson, Independent Director	02533080
2	Mr. Deepak Sharma	Non-Executive Director	10059493
3	Mr. Udai Singh	MD & CEO	10311583

10. Details of Review of NGRBCs by the Company

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

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

**External audits are conducted in accordance with ISO requirements by Bureau Veritas.*

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 materials to its business (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity does not have the financial or/ human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
Any other reason (please specify)	NA	NA	NA	NA	NA	NA	Please refer Note	NA	NA

Note: *SEIL does not currently have a policy for Principle 7 as it does not seek to actively influence public and regulatory policy. However, when requested for input or opinions by regulators or industrial bodies, the company actively participates*

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURES

PRINCIPLE

1 **BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE.**



Strengthening Integrity through Ethical Governance

SEIL conducts and governs its business with integrity, transparency, and accountability, guided by Schneider Electric's Trust and Ethics framework, which encompasses anti-corruption, conflict of interest, fair competition and responsible business conduct. Anchored in the Trust pillar of our sustainability strategy and governed by the Trust Charter, we uphold a consistent and uncompromising standard of ethical, transparent, and accountable conduct across every level of the organisation, from the Boardroom to the shop floor.

This commitment is reinforced through a robust governance framework comprising policies on whistleblowing, insider trading, related party transactions and remuneration. Together, these policies strengthen ethical decision-making, regulatory compliance, stakeholder confidence, and long-term responsible value creation. The disclosures that follow reflect how SEIL continues to uphold these standards in practice, embedding trust as a foundation of sustainable and responsible business growth.



Zero
Penalties/punishments faced by entity/ Directors/ KMPs

~20%
of suppliers by spend trained on sustainable practices

ESSENTIAL INDICATORS

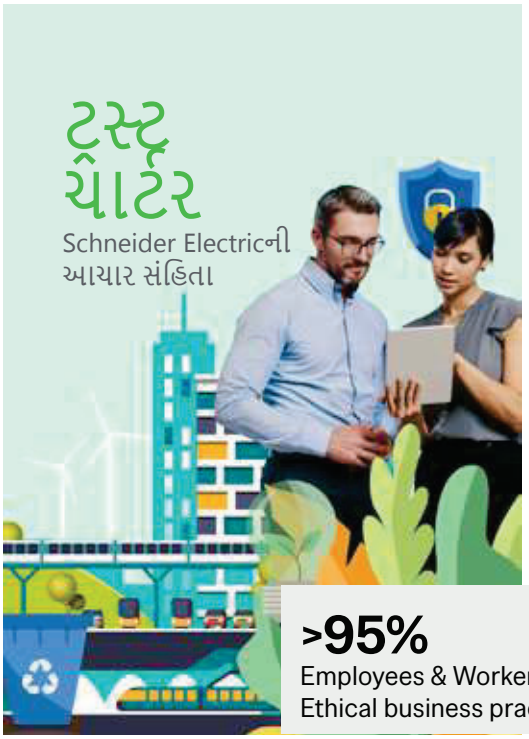
1. Percentage coverage by training and awareness programmes on any of the principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness programmes
Board of Directors	1	Trust Charter	100%
Key Managerial Personnel (KMP)	4+	Trust Charter, Cybersecurity, POSH, Digital Boost	100%
Employees other than BODs and KMPs	4+		95%
Workers	4+		100%

Since various training program had varied attendance %, we have considered the % attendance of Trust charter training which contributes to the highest %.



Schneider Electric Code of conduct in local language to improve understanding of employees & workers.



>95%
Employees & Workers trained on Ethical business practices

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format

Type	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	No penalty/fines/settlement fees/Compounding fees has been paid by the entity or the directors/KMPs to the regulators/ law enforcement agencies/ judicial institutions, in the financial year 2025-26.				
Settlement					
Compounding fee					
Imprisonment None	None of the directors/KMPs have been imprisoned or punished by regulators/ law enforcement agencies/ judicial institutions, in the financial year 2025-26				

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.

Not applicable since no monetary or non-monetary actions has been taken against the entity or its directors/KMPS in the financial year 2025-26

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, Schneider Electric Group's Trust Charter and Anti-Corruption policy are designed to align with the legal requirements of relevant laws and regulations, covering anti-bribery, and anti-corruption. SEIL prioritizes ethical and responsible conduct, considering it essential in building an attractive and sustainable company. In pursuit of this, the group has developed an Anti-Corruption policy to guide stakeholders when faced with uncertainties about appropriate business practices, reinforcing its zero-tolerance stance against corruption, bribery, and unethical behaviours. The Anti-Corruption policies encompass clear definitions of various activities falling within the scope of corruptive or bribery practices, as well as essential actions for stakeholders to consider in instances involving gifting, facilitation payments, corruption, M&A, and lobbying. Additionally, the policy provides clear guidance on reporting concerns related to corruption and bribery, along with the measures taken concerning affected employees. Self-training modules are available to raise awareness among employees about these policies, supplemented by virtual training sessions.

For further information, please visit: https://download.schneider-electric.com/files?p_Doc_Ref=Global_Anti_Corruption_Policy

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

There have been no cases involving disciplinary action taken by any law enforcement agency for charges of bribery/corruption against Directors/ KMP/ employees that have been brought to our attention during current 2025-26 and previous FY 2024-25.

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

SEIL has not received any complaints in relation to conflict of interest on its Directors and KMPs during last 2 years (FY 2024-25 and FY 2025-26).

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 as there were no issues related to fines/penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest during the financial year 2025- 2026 and previous year 2024-25.



Code of conduct awareness posters for employees

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

126	**112**
Number of days of accounts payables in Current Financial Year FY 2025-26	Number of days of accounts payables in Previous Financial Year FY 2024-25

9. Open-ness of business

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

Parameter	Metrics	Current Financial Year FY 2025-26	Previous Financial Year FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	4.62%	2.03%
	b. Number of trading houses where purchases are made from	67	21
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	84.75%	95.82%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	21%	19%
	b. Number of dealers / distributors to whom sales are made	107	107
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	55%	47%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	34%	35%
	b. Sales (Sales to related parties / Total Sales)	19%	20%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	-	-
	d. Investments (Investments in related parties / Total Investments made)	-	-

**Does not include Schneider Electric group companies.*

LEADERSHIP INDICATORS

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

Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
4	ISO26000	10%
	The Zero Carbon Project (Supplier decarbonization)	19%
	Decent Work Program	11%
	Sustainable Packaging (Downstream)	2%

**Does not include Procurement from Schneider Electric group companies.*

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, SEIL has a comprehensive Code of Conduct – the Trust Charter ("Code") – which forms the foundation of its ethics and compliance framework. The Code is applicable to all Board Members, senior management, and employees of the Company. Each year, the Directors provide an affirmation confirming their adherence to the Trust Charter/Code.

In addition to these established processes, and to appropriately avoid or manage conflicts of interest involving Board members, Independent Directors are required to comply with certain additional provisions. These include submitting a declaration confirming their independence—affirming that they meet the prescribed criteria and are not aware of any circumstance that may impair their ability to discharge their duties objectively, independently, and without external influence. Unless specifically permitted by the Board, any interested Director is not allowed to participate in discussions or vote on matters before the Board, nor take part in the conduct or supervision of such dealings.

The Company also conducts regular training and awareness sessions on ethical business practices, including modules focused on identifying, avoiding, and appropriately managing potential conflicts of interest.

SECTION C

PRINCIPLE

2 BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE



Embedding Sustainability Across the Product Lifecycle

SEIL advances this principle by embedding sustainability, safety, reliability, and resource efficiency into the way it designs, manufactures, builds, and services technologically advanced products and systems for electricity networks. SEIL embed eco-design across the lifecycle, from responsible material choices to end-of-life recovery, and pursue circularity through repair, retrofit and refurbishment. As India accelerates grid modernisation, electrification and digitalisation, our ambition is to deliver technology that lowers customers' footprint even as it raises the reliability of their networks. This section sets out how SEIL design and deliver responsibly.

>50%
Of products covered by Life cycle assessment

23%
Of input sourced from sustainable suppliers

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

SEIL comes under Global ETO (Engineering to Order) business of Schneider Electric and all the R&D related to the products are being done at Global level and through SEPL (Schneider Electric Private Limited). Hence, the Company does not have R&D function under its umbrella. However, ~5% of overall budget is allocated for R&D activities at Global level.

During the reporting year, SEIL invested 0.03% of its revenue as capital expenditure in technologies designed to enhance environmental and safety performance across its manufacturing sites, including AI-based safety systems, waste compactors and other improvement initiatives. The Company also incurred operating expenditure towards safety and environmental programmes. Currently, the scope of disclosed expenditure is limited to EHS-related spends only.

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?

Yes. Out of all the procurement spend at SEIL, 22.55%* of the spend was towards sustainable suppliers in FY25-26.

**Does not include Procurement from Schneider Electric group companies.*

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.

The Company offers customers the option to take back products at the end of their lifecycle. However, given the Company's predominantly B2B operations, most customers already have established processes in place to ensure the environmentally sound disposal of products at end-of-life.

In addition, the Company provides detailed end-of-life instructions as part of product manuals, ensuring that customers are well-informed about appropriate disposal and recycling practices.



Rest area and garden made out of reused materials from production waste in MVI factory, Vadodara.

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

Yes. EPR is applicable to SEIL entity. EPR applicability has been evaluated for Plastic waste, Battery waste and E-waste as per regulations. For compliance towards EPR regulations, below actions has been taken by the entity:

Plastic Waste

1. Plastic waste generated from domestic suppliers and imports at production facilities is segregated and stored. This waste is then sent to Pollution Control Board-authorized recyclers through the creation of online manifests via the Pollution Control Board portal for compliant end disposal.
2. Data has been compiled for all plastics going along with into products during the manufacturing process and throughout the value chain.
3. Plastic packaging materials are procured from approved vendors who possess valid EPR compliance.
4. An application for Importer EPR authorization has been submitted to the Central Pollution Control Board (CPCB). The authorization is currently pending, and full compliance with the relevant regulations will be achieved upon receipt of the license.

EPR Authorizations

1. EPR obligations are being met for brand ownership responsibilities.
2. EPR authorization has been obtained for import activities, and related returns are filed on the CPCB portal.
3. EPR authorization for battery waste has been obtained.
4. An E-waste EPR authorization application has been submitted to the Central Pollution Control Board (CPCB), and the authorization process is underway. Credits are purchased to meet the liability.

LEADERSHIP INDICATORS

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

NIC Code	Name of Product / Service	% of Total Turnover Contributed	Boundary for which the Life Cycle Perspective / Assessment was Conducted	Whether Conducted by Independent External Agency (Yes/No)	Results Communicated in Public Domain (Yes/No) If Yes, Provide the Web-Link	Remarks (Need to Enter this Product Code in Search)
271	FBX	55.65%	Cradle to Grave	Yes (TYPE III – PEP Ecopassport ENVPEP1512004EN)	Yes- https://download.schneider-electric.com/files?p_enDocType=Environmental+Disclosure&p_File_Name=ENVPEP1512004EN.pdf&p_Doc_Ref=ENVPEP1512004EN	FBX-C/CCT1
271	LOCO		Cradle to Grave	Yes (TYPE III – ENVPEP1512004EN)	Yes- https://download.schneider-electric.com/files?p_Doc_Ref=ENVPEP1512004EN&p_File_name=ENVPEP1512004EN.pdf	BRU26885
271	LBS		Cradle to Grave	Yes (TYPE III – ENVPEP1412027_V2)	Yes- https://download.schneider-electric.com/files?p_Doc_Ref=ENVPEP1412027EN&p_File_name=ENVPEP1412027_V1.pdf	3730109AU
271	PremSet		Cradle to Grave	Yes (TYPE III – ENVPEP110602EN)	Yes- https://download.schneider-electric.com/files?p_Doc_Ref=ENVPEP2501022EN&p_File_name=ENVPEP2501022EN.pdf	Premset D02N
271	PIX Roll on Floor		Cradle to Grave	Yes (TYPE III – ENVPEP1811001EN)	Yes- https://download.schneider-electric.com/files?p_Doc_Ref=ENVPEP1811001EN	PiX RoF
271	PIX 36		Cradle to Grave	Yes (TYPE III – ENVPEP2306011_V1)	Yes- https://download.schneider-electric.com/files?p_Doc_Ref=ENVPEP2306011EN	PIX Standard
271	PIX – MV AIS		Cradle to Grave	Yes (TYPE III – ENVPEP2306011_V1)	Yes- https://download.schneider-electric.com/files?p_Doc_Ref=ENVPEP2306011EN	PIX Standard
271	GHA (GIS)		Cradle to Grave	No (TYPE II – ENVPEP1311017EN)	Yes- https://download.schneider-electric.com/files?p_Doc_Ref=ENVPEP1311017EN&p_File_name=ENVPEP1311017.pdf	GHA

NIC Code	Name of Product / Service	% of Total Turnover Contributed	Boundary for which the Life Cycle Perspective / Assessment was Conducted	Whether Conducted by Independent External Agency (Yes/No)	Results Communicated in Public Domain (Yes/No) If Yes, Provide the Web-Link	Remarks (Need to Enter this Product Code in Search)
271	Minera – Ground Mounted (ODT)		Cradle to Grave	No (TYPE II – ENVPEP1412003EN)	Yes	Available through SE Customer care center
271	Minera MP		Cradle to Grave	No (TYPE II – ENVPEP1411018_V2)	Yes	
271	EasyPact EXE		Cradle to Grave	Yes (TYPE III – ENVPEP2102018EN)	Yes	EasyPact EXE VCB
271	Easergy P1 (PowerLogic P1)		Cradle to Grave	Yes (TYPE III – ENVPEP1907003EN)	Yes - https://www.se.com/in/en/download/document/ENVPEP-1907003EN/	REL15000
271	PowerLogic P3 – Easergy P3F30		Cradle to Grave	Yes (TYPE III – ENVPEP1706005EN)	Yes - https://www.se.com/in/en/download/document/ENVPEP-1706005EN/	P3F30
271	PowerLogic P3 – Easergy P3U30		Cradle to Grave	Yes (TYPE III – ENVPEP1706006EN)	Yes - https://www.se.com/in/en/download/document/ENVPEP-1706006EN/	P3U30
271	PowerLogic P5		Cradle to Grave	Yes (TYPE III – ENVPEP1901010EN)	Yes - https://www.se.com/in/en/download/document/ENVPEP-1901010EN/	REL50453
271	PowerLogic P7		Cradle to Grave	Yes (TYPE III – ENVPEP2202030_V1)	Yes - https://www.se.com/in/en/download/document/ENVPEP-2202030EN/	—
271	MiCOMP20		Cradle to Grave	Yes (TYPE III – ENVPEP1404009EN)	Yes - https://www.se.com/in/en/download/document/ENVPEP-1404009EN/	ENVPEP-1404009EN
271	MiCOMP30 (24TE & 40TE)		Cradle to Grave	Yes (TYPE III – ENVPEP1708002EN)	Yes - https://www.se.com/in/en/download/document/ENVPEP-1708002EN/	ENVPEP-1708002EN
271	MiCOMP30 (84TE)		Cradle to Grave	Yes (TYPE III – ENVPEP1706017EN)	Yes - https://www.se.com/in/en/download/document/ENVPEP-1706017EN/	ENVPEP-1706017EN
271	MiCOMP40 (40TE)		Cradle to Grave	No (TYPE II – ENVPEP1304029EN)	Yes - https://www.se.com/in/en/download/document/ENVPEP-1304029EN/	—
271	MiCOMP40 (60TE)		Cradle to Grave	No (TYPE II – ENVPEP130204EN)	Yes - https://www.se.com/in/en/download/document/ENVPEP-1302004EN/	P241
271	MiCOMP40 (80TE)		Cradle to Grave	No (TYPE II – ENVPEP130212EN)	Yes - https://www.se.com/in/en/download/document/ENVPEP-1302012EN/	P442
271	MiCOMP40 (Input & Output Extension Device)		Cradle to Grave	No (TYPE II – ENVPEP120504EN)	Yes - https://www.se.com/be/en/download/document/ENVPEP-1205004EN/	P849
271	VAMP Arc – Vamp 321		Cradle to Grave	Yes (TYPE III – ENVPEP1806004EN)	Yes - https://www.se.com/in/en/download/document/ENVPEP-1806004EN/	VAMP 321

NIC Code	Name of Product / Service	% of Total Turnover Contributed	Boundary for which the Life Cycle Perspective / Assessment was Conducted	Whether Conducted by Independent External Agency (Yes/No)	Results Communicated in Public Domain (Yes/No) If Yes, Provide the Web-Link	Remarks (Need to Enter this Product Code in Search)
271	VAMP Arc – Vamp 221		Cradle to Grave	Yes (TYPE III – ENVPEP1808006EN)	Yes - https://www.se.com/in/en/download/document/ENVPEP-1808006EN/	VAMP 221
271	VAMP Arc – Vamp 125 (PowerLogic A125)		Cradle to Grave	Yes (TYPE III – ENVPEP1803007EN)	Yes - https://www.se.com/in/en/download/document/ENVPEP-1803007EN/	POWERLOGIC A125
271	VAMP Arc – Vamp 255		Cradle to Grave	Yes (TYPE III – ENVPEP1612006EN)	Yes	VAMP 255
271	VAMP Arc – PowerLogic A3		Cradle to Grave	Yes (TYPE III – ENVPEP2303035EN)	Yes - https://www.se.com/in/en/download/document/ENVPEP-2303035EN/	REL52921

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.

Product / Service	Description of the risk / concern	Action Taken
FBX	Contains SF6 Gas & PCBA	End of life instruction shared in public domain to be used by recycler or concerned authority for safe disposal.
FRTU / PowerLogic T300	PCBAs Including Capacitors, LCD Screen	
FRTU / PowerLogic HU250: Head Unit Communication Gateway	Contains PCBA	
FRTU / PowerLogic SC160 Switchgear Controller	Contains PCBA	
FRTU / PowerLogic LV150: Low Voltage and Transformer Monitoring	Contains PCBA	
FRTU / PowerLogic PS60 48V Back up Power Supply	Contains PCBA	
FRTU / PowerLogic HU250-4G Modem Box	Contains PCBA	
EASYSET MV	Contains Energy Springs & Cables	
EvoPact HVX-O	Contains Fuse, Energy Springs & Electronic components	
Vegeta	Contains Dielectric Fluid	

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

Currently the entity is not using any recycled or reused input material in our product. However, in alignment with Global policies and best practices, the entity is working towards improving the percentage of recycled/reused input material in its production process.

However, SEIL continues to increase the use of recycled materials in its packaging, with spend on recycled cardboard packaging rising from 79% of total cardboard packaging spend in FY 2024-25 to 86% in FY 2025-26.

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

The entity has not received any request from customer to take back products at the end-of-life for current or previous FY.

Hence the entity does not have plastic/e-waste/Hazardous waste/Other waste reclaimed at the end of life of product.

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

We have not received any request from customer to take back products at the end-of-life for current or previous FY.

SECTION C

PRINCIPLE

3

BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS



Empowering People with Safety, Inclusion and Well-being

People power everything SEIL builds. SEIL is committed to respecting and promoting the well-being, safety, dignity, inclusion, and capability development of its employees and workers. SEIL fosters a workplace culture anchored in inclusion, care, fairness, and equal opportunity, reflecting Schneider Electric's commitment to creating an environment where everyone belongs and thrives. Our approach reaches beyond our own gates to the people who work across our value chain, reflecting the belief that responsible manufacturing must be responsible to everyone it touches. Through a strong safety strategy, inclusive practices and structured well-being support, we work to make SEIL a place where people are protected, respected and enabled to do their best work. This section sets out how SEIL respect and promote well being of employees including the employees in value chain.

100%
Of our employees and workers are covered for insurance, maternity, paternity & day care facilities

Zero
Lost time Injury for last 2 years

ESSENTIAL INDICATORS

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

Category	Total (A)	Percentage of employees covered by[1]									
		Health insurance[6]		Accident insurance[6]		Maternity benefits		Paternity benefits		Day care facilities[3]	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	751	751	100%	751	100%	751[2&4]	100%	751	100%	751	100%
Female	239	239	100%	239	100%	239	100%	239	100%	239	100%
Total	**990**	**990**	**100%**	**990**	**100%**	**990**	**100%**	**990**	**100%**	**990**	**100%**
Other than Permanent Employees											
Male	151	151	100%	151	100%	NA	NA	NA	NA	NA	NA
Female	27	27	100%	27	100%	27	100%	NA	NA	27[3&5]	100%
Total	**178**	**178**	**100%**	**178**	**100%**	**27**	**100%**	**NA**	**NA**	**27**	**100%**

1. *The count of employees only include the employees who are part of the payroll as on Mar 31st, 2026. (Dependents of Expired & Separated employees to whom insurance has been extended for a fixed period has not been included)*
2. *Maternity benefits provided to spouse as part of medical insurance.*
3. *We have started providing day care facility for primary caregiver, irrespective of gender from FY 2023-24.*
4. *As per Schneider policy, Parent (Biological/Adoption/Surrogacy) irrespective of gender who will take responsibility for the care of the new child but is not the primary parent can avail the paternity benefit of 4 weeks.*
5. *Primary parent irrespective of gender can access our in-house creche facility.*
6. *The health and accident insurance of all of employees of SEIL are covered under SEIL entity or under another SE legal entity as part of group insurance policy.*

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

Category	Total (A)	Percentage of Workers covered by[1]									
		Health insurance[6]		Accident insurance[6]		Maternity benefits		Paternity benefits		Day care facilities[3]	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	426	426	100%	426	100%	NA	NA	NA	NA	426	100%
Female	31	31	100%	31	100%	31	100%	NA	NA	31	100%
Total	**457**	**457**	**100%**	**457**	**100%**	**31**	**100%**	**NA**	**NA**	**457**	**100%**
Other than Permanent Workers											
Male	628	628	100%	628	100%	NA	NA	NA	NA	NA	0%
Female	2	2	100%	2	100%	2	100%	NA	NA	2	100%
Total	**630**	**630**	**100%**	**630**	**100%**	**2**	**100%**	**NA**	**NA**	**2**	**100%**

1. *The count of employees only include the employees who are part of the payroll as on Mar 31st, 2026. (Dependents of Expired & Separated employees to whom insurance has been extended for a fixed period has not been included)*
2. *Maternity benefits provided to spouse as part of medical insurance.*
3. *We have started providing day care facility for primary caregiver, irrespective of gender from FY 2023-24.*
4. *As per Schneider policy, Parent (Biological/Adoption/Surrogacy) irrespective of gender who will take responsibility for the care of the new child but is not the primary parent can avail the paternity benefit.*
5. *Primary parent irrespective of gender can access our in-house creche facility.*
6. *The health and accident insurance of all of employees of SEIL are covered under SEIL entity or under another SE legal entity as part of group insurance policy.*



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

Metrics	Current Financial Year FY 2025-26	Previous Financial Year FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the company*	0.35%	0.34%

**The cost data includes GST.*

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

Benefits	Current Financial Year FY 2025-26			Previous Financial Year FY 2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	NA	100%	100%	NA
ESI	NA*	NA*	NA	NA*	1.72%	Y

**Number of employees and workers decided as per the eligibility based on the pay scale. No workers eligible for ESI in entity.*

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

Yes. Our Diversity, Equity, Inclusion (DEI) Charter ensures that all SEIL workplaces are accessible and follow Local Government regulations. In 2025-26, we have enhanced our Equal Employment Opportunity (EEO) policy and have also drafted a separate EEO policy for PwD calling out the accessibility support and support extended from organization's end to ensure disability inclusion. We have further strengthened our commitment to accessibility and inclusion for Persons with Disabilities (PwD) by curating an in-house comprehensive checklist. This checklist encompasses 21 critical touchpoints, ranging from site entrances to emergency exits, amounting to a total of 200 checkpoints. We have prioritized sites based on the presence of PwD employees, self-declared through our "Count Me In" our voluntary campaign to share disability on the portal, and strategic sites with high headcount.

Our focus also extends to upcoming sites to ensure they meet accessibility standards from the outset. A thorough gap study has been conducted for all prioritized sites, and we are ready to implement the necessary changes. Following the revamp, most of our workforce will have access to fully accessible infrastructure. We continue to work with facility team, liaison officer, HR, and relevant stakeholders in ensuring accessible infrastructure for everyone.

Schneider Electric is dedicated to the inclusion of people with disabilities by raising awareness and breaking stereotypes, both internally and externally. Through our SAKSHAM program, we have made significant

strides in Disability Inclusion. We have empowered our employees with disabilities (PwD) by conducting internal infrastructure audits, identifying business and HR sponsors for the PwD and Allies Employee Resource Network (ERN), and appointing a designated liaison officer. We have also established an email channel for sharing any concerns or accessibility requests, ensuring that our workplaces are accessible to all. Under SAKSHAM, we have organized sensitization sessions, hired talent from the PwD community, trained hiring managers on inclusive practices, and engaged industry experts to leverage technology for accessibility.

We are an equal employment opportunity provider, we continue to build more inclusive spaces for people with disabilities by making our workplaces and premises, our policies, HR systems, tools, and processes – including those used in recruitment, written communications, websites, and events accessible. It is a top driven agenda and is a priority for our leadership as well.

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

Yes. Schneider Electric Group does have equal opportunity policy stated in our Diversity and Inclusion policy which is adopted by the SEIL entity. The Equal Employment Opportunity policy (EEO) and the Equal employment Opportunity Policy -– People with Disability (EEOz PwD) for the Greater India Region is also available, reinforcing our commitment creating a diverse and inclusive workplace where everyone has equitable opportunities for advancement. The policy ensures that all individuals, regardless of their gender identity, orientation, ethnic and socio--economic backgrounds, generation, and disability, are treated fairly in all aspects of employment. It aligns with our commitment to help prevent discrimination, harassment, and bias, fostering a positive work environment for all employees, while promoting fairness, equality, and respect within the workplace.

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

Gender	Permanent employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	-	-
Female	100%	71.4%	-	-
Total	**100%**	**75%**	**-**	**-**

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

Category	Yes/No	If yes, then give details of the mechanism in brief
Permanent workers	✓	In SEIL, trust is the foundation of business. It serves as a compass, in an ever more complex world and is core to our commitments aligned with our sustainability strategy. Having a Speak Up mindset means having people who feel comfortable to voice doubts. Ensuring a Speak Up mindset means building a system and atmosphere that allows and encourages people to do so. TrustLine (https://www.se.com/in/en/about-us/sustainability/responsibility-ethics/trustline/) is our single-entry point for all internal & external stakeholders to blow the whistle/ raise a grievance. When an alert is raised, it is subject to a thorough and confidential investigation, protecting all individuals involved. The findings of such investigations are then submitted to the relevant governing committees, who decide on the appropriate action to be taken. Employees and workers also have the option of airing grievances via HR directly or via different employee committees in the Company.
Other than Permanent workers	✓	
Permanent employees	✓	
Other than Permanent employees	✓	

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

Category	Current Financial Year FY 2025-26			Previous Financial Year FY 2024-25		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Permanent employees						
Male	751	0	0%	725	0	0%
Female	239	0	0%	198	0	0%
Total	**990**	**0**	**0%**	**923**	**0**	**0%**
Permanent workers						
Male	426	426	100%	432	432	100%
Female	31	31	100%	32	32	100%
Total	**457**	**457***	**100%**	**464**	**464**	**100%**

**SLW site has internal works committee in which all the operators are a part of and recognized by entity. In both MVI & TBI sites, we have externally affiliated union.*

8. Details of training given to employees and workers

Category	Current Financial Year FY 2025-26					Previous Financial Year FY 2024-25				
	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)
Employees										
Male	751	728	96.9%	729	97.07%	725	697	96.14	695	96%
Female	239	225	94.1%	226	94.56%	198	182	91.92	182	92%
Total	**990**	**953**	**96.3%**	**955**	**96.46%**	**923**	**879**	**95**	**877**	**94%**
Workers										
Male	426	425	99.8%	425	99.8%	432	407	94%	407	94%
Female	31	31	100%	31	100%	32	32	100%	32	100%
Total	**457**	**456**	**99.8%**	**456**	**99.8%**	**464**	**439**	**95%**	**439**	**95%**

** For Health safety, we have considered "Trust charter" module as training which contains training on Health & Safety. For Skill updgradation we have considered digital upgradation module.*

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

Category	Current Financial Year FY 2025-26			Previous Financial Year FY 2024-25		
	Total employees / Workers in respective category (A)	No. of employees / Workers in respective category, who had a career review (B)	% (B/A)	Total employees / Workers in respective category (C)	No. of employees / Workers in respective category, who had a career review (D)	%(D/C)
Employees						
Male	751	728	96.9%	725	710	98%
Female	239	225	94.1%	198	192	97%
Total	**990**	**953**	**96.3%**	**923**	**902**	**98%**
Workers*						
Male	426	426	100%	For Workers, the performance appraisal was carried out in May '25 since performance appraisal was carried out post wage settlement discussion which was concluded in April'25.		
Female	31	31	100%			
Total	**457**	**457**	**100%**			

Note: The performance review cycle is between Jan-Dec. Hence there will be a drop in coverage % if there is recruitment between Dec-Mar of every financial year and change in Head count if there are any resignations between Dec- Mar.

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. All sites/locations of SEIL have a robust occupational health and safety management system which is aligned with ISO 45001 – Occupational health and safety management system and are regularly audited by external auditors from accredited organizations. Internally, SEIL is driving OHS Management system through Safety & Environment Strategy which cover various pillars like "Technical qualification & self-behaviours", "Leading as a role model", "Operational discipline & execution" & "Safe workplace for everyone". These pillars have five guiding principles and top five hazards. These top 5 hazards are derived from the proactive and reactive indicators which covers driving, falls, machines, electrical and powered industrial trucks. These hazards are addressed with the principles which are "Unsafe-We stop the work", "We are qualified", "We report opportunities", "We resolve & share solutions" and "We care for each other". The OH&S management system is assessed through EHS Assessment tool every year by internal auditors. EHS Assessment covers plant hazard profile, specific hazards mapping, 16 dedicated safety assessment cards and 6 environment assessment cards.

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

The system covers all sites/locations of SEIL and includes plant hazard profile, specific hazards mapping, 16 dedicated safety assessment cards and 6 environment assessment cards.

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

SEIL has adopted the global approach for assessing the work-related hazards through various processes. This process includes: 1. Safety walk-by audit (conducted by various level of employees including the top management of the plant). 2. Specific audit & inspections being carried out for the high-risk activities such as working at height, electrical work, driving, Material Handling Equipment operation, Gas



cylinder and chemical handling, hot work etc. The management has also formed an EHS committee which meets every quarter to review the actions and update the plant level risk assessment. Specific risk assessment formats are developed for on job risk assessment and routine assessment for records. The management of change process is in place to ensure that any new modification, changes in the existing systems are pre-assessed & address the risk to safeguard the man, machine, and materials of the plant. The non-routine activities are performed under the work permit system where the on-job risk assessment compliance and tool-box talk are ensured. The various risk assessment is carried out by external expert agency for specific activities like electrical, fire and machines.

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

Yes. SEIL has multiple system for employees to report the work-related hazards such as, LDS (Lean Digitization system), Safety Enablon App, Eco-online app, DISS – Digitized Idea & Short Interval Meeting (SIM) System, physical reporting formats, EHS Committees, IDEA system, walk-by with employees, monthly communication meetings. These systems are well accessible for all the employees to report the hazards. The action owner for addressing the issue will get alert message and mail on the issue reported so that the actions can be initiated to correct the issue. SIM meeting is conducted in every shift where operators can share the work-related hazard and can get it addressed through cross functional team.

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

Safety Incident/Number	Category	FY 2025-26 Current Financial Year	2024-25 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequences for work-related injury or ill health (excluding fatalities)	Employees	0	0
	Workers	0	0

**Definition of employees and workers taken as per Factories Act to report work related injuries.*

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

At SEIL, employee safety is of the utmost priority for operations, and several robust measures have been implemented to ensure a safe working environment.

1. Advanced welding helmets such as PAPR (Positive Air Pressure Respiratory System) have been provided to all welders to prevent inhalation of contaminated fumes.
2. Panel movement during manufacturing is carried out using specially designed sketches under the Ratio project to avoid tip-over risks, particularly for tall, thin, and heavy panels.
3. Biometric systems and boom barriers are installed at various locations to ensure authorized entry.
4. Electrical safety audits are regularly conducted, and necessary actions are taken to ensure compliance with safety standards.
5. Comprehensive induction and job-specific training programs are provided to all employees and visitors entering SEIL facilities.
6. Advanced safety technologies such as physical guarding, light curtain sensors, occupancy sensors, and two-hand operation systems are used to protect machine operators.
7. Ergonomic safety is enhanced by installing television screen cameras on machines such as hump bending machines to improve operator safety and comfort.
8. State-of-the-art CRGO cutting machines have been adopted in the SEIL transformer plant.
9. Vertical lifeline systems are installed on all vertical ladders, and horizontal lifeline systems are provided for rooftop work.
10. Fire safety is ensured through CO_2 gas suppression systems in electrical panels, firewalls separating panel rooms, and two-hour fire-rated coatings on electrical cables.
11. Firefighting systems, including hydrants, sprinklers, upgraded fire water tanks, and fire alarm systems, have been enhanced in line with National Fire Protection Association guidelines and BIS standards.
12. Rooftop safety is strengthened with a comprehensive fall protection system that includes lifelines, sky shed protection, safety railings, and designated walkways.
13. Welding stations are equipped with fire curtains, and operators use powered air-purifying respirator (PAPR) helmets for added protection.



Fire safety training for emergency crew.

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

No complaints were made on working conditions or health and safety in SEIL during current and previous financial year (FY2025-26 and FY2024-25).

**We have defined violation of working condition as, violation of human rights and violation of labour laws.*



PAPR helmets for workers in welding section

14. Assessment for the year:

For the current and previous fiscal year, SEIL has conducted assessments on "Health and Safety Practices" and "Working Conditions" across its plants and offices.

Category	Percentage of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working conditions	100%

**These assessments ensure that SEIL s maintains high standards of health, safety, and working conditions, promoting the well-being of all employees and workers.*

**Assessment is carried out by both internal audit teams as well external auditor on safety management systems*

100%
Of sites are certified for ISO 45001

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.

SEIL did not have any non-conformances from the assessments in the financial year (2025-26). However, as a mechanism, all non-conformances and accidents at SEIL are systematically reported, and incident investigations are carried out to identify the root cause. 'A detailed procedure is in place for incident investigation, which includes analysis of various factors, including such as human elements, methods, equipment factors, transportation management, organizational changes, and the working environment. Any significant accident occurring at any Schneider Electric entity is communicated through the Safety Alert system. The action plans arising from such incidents are also horizontally deployed across all SEIL sites to ensure preventive measures are implemented organization-wide.

LEADERSHIP INDICATORS

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

Yes, SEIL have term insurance coverage for both employees and Workers.

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

Supply chain partners who are assessed under the supplier vigilance program are required to present proof of payment of all legally mandated wages and deductions (Tax Deducted at Source, Bonus, ESIC, Provident Fund and Professional Tax).

The requirement is/are verified for the sample population selected for the audit. The sample population includes direct employees, third party employees, support staff, off-site employees and any other functional staff/employees working for the organization.

Evidence is also requested for peak, low and medium production periods to have a more uniform understanding of how the wages and deductions are managed through the year.

In case, the supplier vigilance team identifies any observations at the suppliers, the supplier is given a timeframe within which they are to prepare and execute an acceptable corrective action plan.

Escalation will be done to the Schneider Electric Procurement management through the Vigilance Team in case a supplier does not act on a non-conformance in the given timeframe or refuses to close the same.

The Schneider Electric Supplier Vigilance auditor will periodically review the progress on the closure. Final closure of the identified point is carried out through remote evidence submission. In case the auditor feels an onsite verification is required, the same is carried out.

Additionally, company implemented Decent Work Program, where we assess strategic suppliers for compliance with statutory dues via evidence-based reviews on the Schneider Supplier Portal. Regular corrective follow-up and capacity-building sessions ensure suppliers provide workers the mandated social-security benefits essential for their well-being. Schneider Electric will work with supplier to ensure that they have the necessary policies & procedures in place to meet the highest standard on the focus areas.

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:

There were no cases of employees / workers having suffered high consequence work related injury / ill-health / fatalities in SEIL during the financial years 2025-26 and 2024-25. Hence, there was no necessity to rehabilitate or place in suitable employment.

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

Yes, in-house Transition Assistance programs like 'Career Transition workshop' are available to Employees aged 56 and above. These include sessions on health, financial wellness, social security, holistic wellness, etc

5. Details on assessment of value chain partners

To understand which of our supply chain partners are at higher risk of not meeting legal and international standards for Health, Safety & working conditions, SEIL leverages our partnership with Responsible Business Alliance (RBA), joined by Elevate, an ESG risk analysis company to annually analyze our direct & indirect suppliers across the world. The assessment marks each supplier on a scale of 10 (1 being the lowest score and 10 being the highest score). If a supplier receives a score equal to or less than 5 then they are classified as a high-risk supplier and need to be assessed onsite as per the RBA standard. If a supplier receives a score equal to or lower than 7.5 and higher than 5 then they are classified as medium risk and are provided with a remote questionnaire which covers core areas of the RBA audit.

In case they do not provide acceptable responses to the remote questionnaire then an on-site audit is triggered.

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

**100% of the suppliers were assessed by Elevate through (Virtual assessment) and 5% by in-house team (On-site audit).*

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.

Assessments of health and safety standards at supply chain partner sites have yielded valuable insights into areas for improvement that partners should address. While the overarching approach revolves around establishing a Plan-Do-Check-Act system within the organization, Schneider Electric Supplier vigilance team collaborates with each individual supplier that has been assessed to tailor corrective actions to align with their specific industry, team, and workforce. The improvement process is determined based on the current level of the program in place and the appropriate delegation of responsibilities.

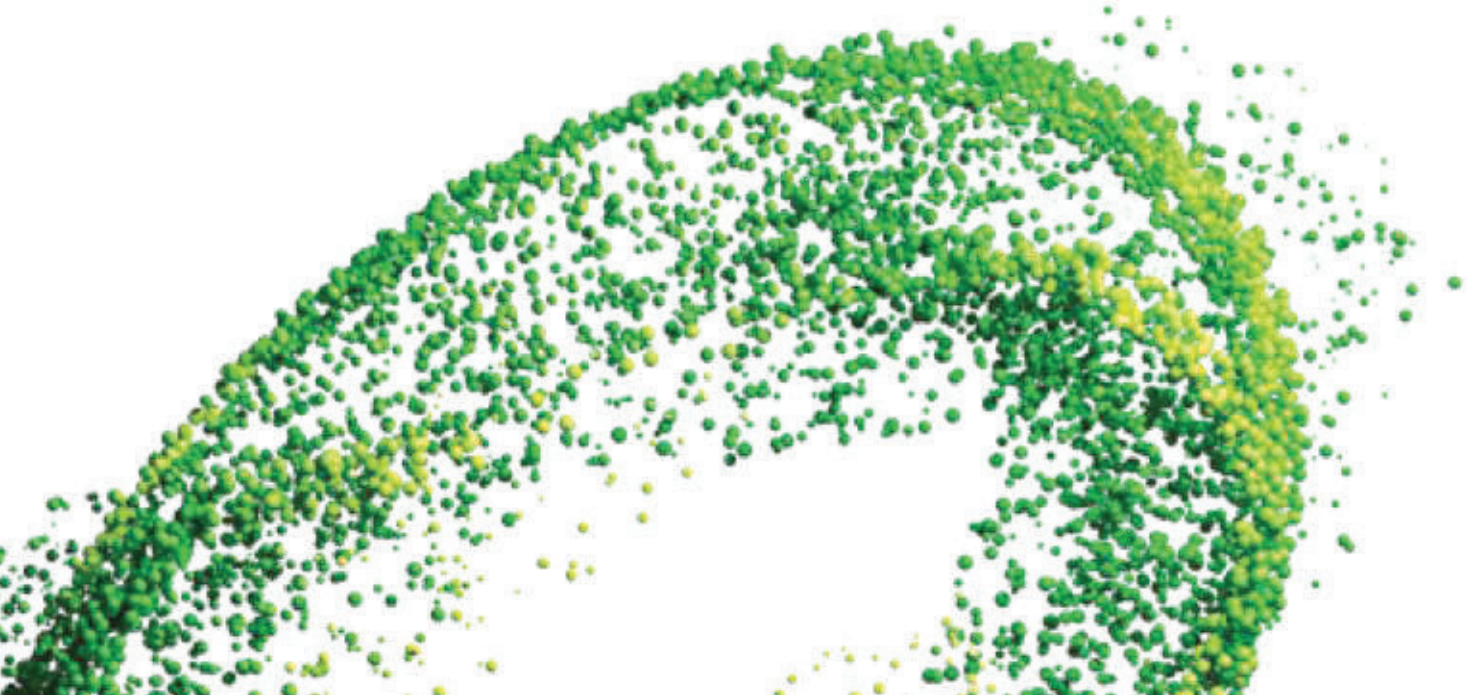
Examples of corrective actions that have been put into effect include:

1. Requesting supplier teams to establish a monitoring system for legal requirements, industry best practices, incident management, internal compliance, and related topics.
2. Implementing risk assessments, HAZOP studies, industrial hygiene studies, and PPE needs analysis based on the industry type and level of risk.
3. Planning, monitoring, documenting, and reviewing training programs related to fire safety, PPE use, first aid, safe work practices, and incident reporting for effectiveness.

If the supplier teams lack the necessary competency to implement the system, Schneider Electric Vigilance team devises a plan based on the available resources at the supplier site and implements it over time through multiple training and monitoring sessions with the supplier team.

Upon implementation, the team allows the supplier team time to acclimate to the system and conducts an assessment after 3-6 months to review the effectiveness of the action plan.

Additionally, in the event of a Priority Non-conformance finding, the Vigilance Team will revisit the site after 3 years to ensure long-term implementation.



SECTION C

PRINCIPLE

4

BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS



Engaging Stakeholders for Responsible and Inclusive Growth

Schneider Electric Infrastructure Limited (SEIL) operates within an interconnected ecosystem of stakeholders, including investors, customers, suppliers, employees and workers, regulatory authorities, communities, and partners across its value chain. In line with the BRSR Principle 4 expectation that businesses should respect the interests of, and be responsive to, all stakeholders, SEIL views stakeholder engagement as a core element of responsible governance and long-term value creation. The Company's engagement approach is anchored in transparency, accountability, and continuous dialogue, helping it understand stakeholder expectations, identify emerging risks, and align business priorities with sustainable and inclusive growth. This section describes how we listen, respond and remain accountable to the interests we serve.

100%
Of stakeholder groups engaged during last year

ESSENTIAL INDICATORS

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

At SEIL, we consider stakeholder as any Individual, group of individuals, community or an institution which can have an impact on our operations and perception of the brand. SEIL engages with a broad spectrum of stakeholders, to deepen its insights into their needs and expectations, and to develop sustainable strategies for the short, medium, and long term. Stakeholder engagement also helps to manage risks and opportunities in business operations. The key stakeholders are identified in consultation with the company's management, business & functional heads and they majorly include Investors, Shareholders, Customers, Business partners (including suppliers, service providers, distributors), Employees & workers, Regulatory bodies, Trade bodies & other organizations, Local community.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	1. Website 2. Newspaper Publications 3. Analyst Meetings 4. Investor Presentations	Quarterly and annually	1. Financial performance 2. Annual Report
Investors	No	1. Investor Meetings & Calls 2. Press Releases & E-mails 3. Websites 4. Annual Reports	Quarterly, Ongoing, Need Based	1. Strategy and Risk Management 2. Financial performance 3. Business outlook
Customers	No	1. Phone calls, 2. Visits 3. One-on-one Meetings 4. Seminars, 5. Conferences & Events 6. E-Mails 7. Customer care number 8. Customer Satisfaction Surveys 9. Website 10. Social media.	Ongoing, Need Based	1. New Product availability 2. Relationship management 3. Product quality & effectiveness 4. Product pricing 5. Customer feedback & grievances 6. Environmental information on products
Business Partners (Suppliers, Dealers/ Distributors/ etc.)	No	1. Supplier Meets & Conferences 2. Face-face Meetings 3. Phone calls 4. Business Reviews 5. Trainings & Events 6. Audits/Assessments	Ongoing, Need Based, Annual	1. Business continuity and Business development 2. Relationship management 3. Business transparency 4. Environment footprint, Social accountability 5. Training and development of partners and suppliers 6. Business ethics and transparency

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees & Workers	No	1. Internal Surveys 2. Internal communication through E-mails 3. Yammer group 4. Town halls 5. Workshops & Events 6. Meetings & Trainings 7. Internal Website 8. Notice Boards 9. Newsletters	Ongoing, Need Based	1. Professional & Personal Improvement 2. Global & Local Policy changes 3. Company performance 4. Work-life balance 5. Employee engagement 6. Diversity and equal opportunity 7. Learning & development 8. Organization culture / workplace 9. CSR Volunteering
Regulatory Bodies	No	Compliance's filings.	Ongoing	1. Compliance reporting 2. Disclosures on aspects defined by the government
Trade Bodies & Other Organisations	No	1. Need basis Participation in industry level consultation groups 2. Participation in forums	Ongoing	1. Contribution & Innovation 2. Inputs on policy 3. Sharing Sustainable best practices
Local Community & Civil Society	Yes	1. Direct engagement through meetings 2. Websites 3. Social media 4. Volunteering, Visits, and camps 5. CSR projects and engagement	Ongoing	1. Education & Healthcare 2. Environmental protection 3. Social upliftment 4. Company updates & performance 5. Employment opportunities

ESSENTIAL 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.

In addition to regular stakeholder engagement mechanisms mentioned above, the Company undertakes a structured materiality assessment to identify and prioritise key ESG issues.

The assessment involves consultation with key stakeholders, including management, employees, customers, suppliers and community representatives, to understand their perspectives on important sustainability matters. These inputs are considered along with internal assessments, regulatory requirements and industry practices.

The identified topics are evaluated based on their relevance to stakeholders and their potential impact on the Company, including associated risks and opportunities.

The outcomes of the assessment are reviewed by senior management and the ESG and CSR Board Committee, which provides oversight and recommends the material ESG issues for adoption. The approved topics guide the Company's ESG strategy and disclosures.

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. SEIL's Double Materiality Assessment has helped identify key ESG issues that reflect stakeholder expectations and business priorities. Inputs received from stakeholders are considered in shaping the Company's policies and initiatives.

Some key examples are as follows of incorporaring stakeholders feedback into SEIL activities are:

1. **Climate Change Mitigation:** The Company has commenced Scope 3 emissions reporting across key categories of its value chain, including but not limited to purchased goods, upstream transportation and use of sold products.
2. **Adopting Sustainable Practices for Suppliers:** SEIL has strengthened its approach through promoting Decent Work attestation by tier-1 strategic suppliers, participation in the Schneider Electric Group Zero Carbon Project supplier programme and supplier Code of Conduct training.
3. **Community Empowerment:** SEIL undertakes CSR programmes across its operational locations, including Vadodara and Kolkata, contributing to long-term community development, aligned stakeholders expectations.

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

SEIL, through its CSR initiatives implemented by the Schneider Electric India Foundation (SEIF), believes that youth empowerment and electrification are fundamental rights and key enablers of sustainable development. Our CSR interventions focus on three priority stakeholder groups: Youth, Children, and Underprivileged Communities.

To ensure that our initiatives address the needs of vulnerable and marginalized communities, SEIL periodically conducts community needs assessments in and around its manufacturing locations. The insights gathered from these engagements are used to shape SEIL's CSR strategy, enabling the organization to leverage its expertise in energy management and sustainable development to address local challenges effectively.

Based on these community consultations, SEIL has undertaken several beneficiary targeted interventions, including:

Skill development programs for youth in the electricity sector to improve employability and promote sustainable livelihoods.

Community Electrification- focused on clean energy, 24X7 uninterrupted power supply to Public health Centres improving access to quality healthcare services, particularly in underserved areas near Vadodara. The program also covers electrification of Anganwadi's to help continuous education of children.

Provision of portable solar lamps in remote slums and tribal regions with unreliable electricity, enhancing safety, education, charging needs and quality of life.

The effectiveness of these interventions is reflected through the independent impact assessment and Social Return on Investment (SROI) study conducted by third party consultants. The outcomes of the SROI study of Skill Development Programme indicated that every ₹1 invested in the project generated approximately ₹7 of social value, demonstrating significant positive outcomes in employability, income enhancement, and socio-economic empowerment of beneficiaries. Through these initiatives, SEIL actively engages with underpriviledged stakeholder groups, identifies their key concerns, and implements sustainable projects that promote social inclusion, access to essential services, and long-term community development.



Solar lamp distribution initiative by SEIL

SECTION C

PRINCIPLE

5 BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS



Upholding Human Rights Across Operations and Value Chains

Respect for human rights is fundamental to the way SEIL conducts its business and engages with its workforce, suppliers, subcontractors and value-chain partners. As part of Schneider Electric's global ecosystem, SEIL recognises its responsibility to uphold the dignity, freedom, safety and fair treatment of every individual connected with its operations. SEIL embeds these expectations through policies, business agreements, awareness and training programmes, due diligence processes, and confidential grievance-redressal channels. The Company is committed to maintaining workplaces and value chains free from discrimination, coercion, forced labour, child labour and exploitation, supported by protections against retaliation, fair and timely investigation processes, assessments and periodic compliance checks across relevant This section sets out how we honour that commitment.

100%
Sites and value chain partners assessment for human right due-diligence

100%
Of employees and workers paid more than minimum wage

ESSENTIAL INDICATORS

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

Category	Current Financial Year FY 2025-26			Previous Financial Year FY 2024-25		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	990	926	93.5%	923	879	95.2%
Other than Permanent	178	178	100.0%	153	153	100.0%
Total Employees	**1168**	**1,104**	**94.5%**	**1076**	**1032**	**95.9%**
Workers						
Permanent	457	457	100.0%	464	439	94.6%
Other than Permanent	630	630	100.0%	476	476	100.0%
Total Workers	**1,087**	**1,087**	**100.0%**	**940**	**915**	**97.3%**

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

Category	Current Financial Year FY 2025-26					Previous Financial Year FY 2024-25				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Permanent Employees										
Male	751	0	0.0%	751	100%	725	0	0.0%	725	100%
Female	239	0	0.0%	239	100%	198	0	0.0%	198	100%
Other than Permanent Employees										
Male	151	0	0.0%	151	100%	127	0	0.0%	127	100%
Female	27	0	0.0%	27	100%	26	0	0.0%	26	100%
Permanent Workers										
Male	426	0	0.0%	426	100%	432	0	0.0%	432	100%
Female	31	0	0.0%	31	100%	32	0	0.0%	32	100%
Other than Permanent Workers										
Male	628	0	0.0%	628	100%	473	367	78%	106	22%
Female	2	0	0.0%	2	100%	3	1	33%	2	67%

**Does not include peripheral Contract services (Security, Housekeeping, Garden etc.)*

**Apprentices are excluded for this headcount*

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

a. Median remuneration/wages

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Female	Median remuneration/ salary/ wages of respective category
Board of Directors (BOD)	2	1,41,81,414	-	-
Key Managerial Personnel	3*	90,71,887	-	-
Employees other than BOD and KMP	747	16,55,895	239	11,45,229
Workers	426	11,31,890	31	10,61,686

**We have 1 executive who is common in both BoD and KMP.*

Only 2 Board members are on whole-time employment of the company. Independent directors are paid sitting fees and commission for attending Board and committee meetings.

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

Metrics	Current Financial Year FY 2025-26	Previous Financial Year FY 2024-25
Gross wages paid to females as % of total wages	16.02%	15.46%

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, anyone can lodge a complaint/ query on any issues covering all the principles through Trust Line (https://www.se.com/in/en/about-us/sustainability/responsibility-ethics/trustline/) via our website. These are then investigated by compliance/ relevant team and acted upon.

However final decision is as per Zone VP HR – who is the authority for addressing HR related issues.

For any POSH related cases:

Yes, anyone can lodge a complaint/ query on any issues through Trust Line via our website/POSH email ID/reaching out to ICC or HRBP. These are then investigated by relevant committees and acted upon. There is a central ICC Committee and a local ICC Committee. Central team has 5 members and 3 external panelists. All locations have 3-4 local ICC members as well. This committee convenes every quarter to discuss priorities pertaining to POSH.

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

Yes, the Company has in place a Trust Line platform to redress grievances. Trust Line is Schneider Electric's global helpline for internal & external stakeholders. It is a confidential channel through which anyone can ask questions and raise concerns about ethics, compliance or Schneider Electric's Trust Charter Schneider Electric's Code of Conduct and related policies. It also assists management and employees in working together to address fraud, abuse, and other misconduct in the workplace to promote a safe and positive work environment.

The Trust Line can be used by employees and temporary workers of SEIL and is designed for employees to report any violation of laws and regulations or our Code of Conduct - Trust Charter and related policies (e.g., our Anti-Corruption Code of Conduct), resulting from the activities of Schneider Electric and its subsidiaries, as well as the activities of subcontractors and suppliers with whom a business relationship has been maintained.

Any allegation of non-compliance reported either on-line or via telephone through the Trust Line, the Group Compliance Committee is notified of all reports. The Committee forward reports to the appropriate regional Compliance Officers and their investigation teams after a preliminary check of the validity of the report according to the Whistleblowing policy. In accordance with local regulations and the Company practices, an investigation will be conducted. All investigations are conducted in an objective, timely and thorough manner. Reporters may check the status of the investigation by clicking the Follow Up link on the RED website.

The Trust Line makes these reports available only to certain high-level executives, compliance officers, and investigators within the Company who have the responsibility to address concerns reported.



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

Category	Current Financial Year FY 2025-26			Previous Financial Year FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0		0	0	
Discrimination at workplace	1	0		4	1	All complaints related to previous FY is closed.
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:

	Current Financial Year FY 2025-26	Previous Financial year FY 2024-25
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	**0**	**0**
Complaints on POSH as a % of female employees / workers	**0%**	**0%**
Complaints on POSH upheld	**0**	**0**

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

At SEIL, it is ensured that employees can speak up against discrimination and harassment cases through "Speak Up culture". All complaints can be made without fear of reprisal and with the assurance that the Company stands with you.

Threats, retribution, or retaliation against any person who has in good faith reported a violation or a suspected violation of law, trust charter or other Company policies, or against any person who is assisting in any investigation or process with respect to such a violation is prohibited by the Company.

Investigation teams adhere to the principles of natural justice, confidentiality, sensitivity, non-retaliation, and fairness while addressing concerns. The concerns are handled with sensitivity, while delivering timely action and closure. A detailed investigation process ensures fairness for all involved, with an opportunity to present facts and any material evidence.

When anyone chooses to submit a report via the web portal, Schneider Electric Compliance Team ensures a secure and confidential environment for collection, storage, and transmission of the reports.

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

Yes. The Company does include human right requirements as part of agreements and contracts for Global Supply Chain Purchasing, Indirect Procurement, Distributor and Channel Partner contracts.

10. Assessments for the year:

	Percentage of your plants and offices that were assessed* (by entity or statutory authorities or third parties)
Child Labour	**100%**
Forced Labour/Involuntary Labour	
Sexual Harassment	
Discrimination at workplace	
Wages	
Others- please specify	NA

**Assessments include the assessments done by internal audit team*

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

No issues related to the above-mentioned aspects were identified during the assessment. Internal committees addressed all identified risks and concerns associated with human rights issues through collaborative efforts within respective teams.

LEADERSHIP INDICATORS

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

No new business processes were initiated as a result of addressing the human rights complaint.

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

The human rights due diligence for the SEIL entity is carried out through a structured compliance monitoring mechanism supported by an independent third-party agency, Aparajitha. The due diligence process is designed to assess and monitor compliance with applicable labour laws, human rights requirements, and internal policy expectations across relevant operations and workforce categories.

Aparajitha conducts monthly compliance checks covering key human rights and labour-related areas, including but not limited to:

- **Prohibition of child labour**
- **Prevention of forced or bonded labour**
- **Compliance with minimum wages and timely wage payments**
- **Working hours, overtime, and statutory benefits**
- **Employment conditions and labour welfare requirements**
- **Compliance documentation and statutory registers**
- **Contract labour-related compliance requirements**
- **Other applicable labour law and human rights-related obligations**

As part of the due diligence process, Aparajitha reviews relevant records, compliance documents, wage-related information, and statutory submissions to ensure adherence to applicable legal and regulatory requirements.

Any identified gaps, deviations, or non-compliances are formally flagged for corrective action. These observations are then tracked with the concerned internal teams until appropriate remediation measures are implemented.

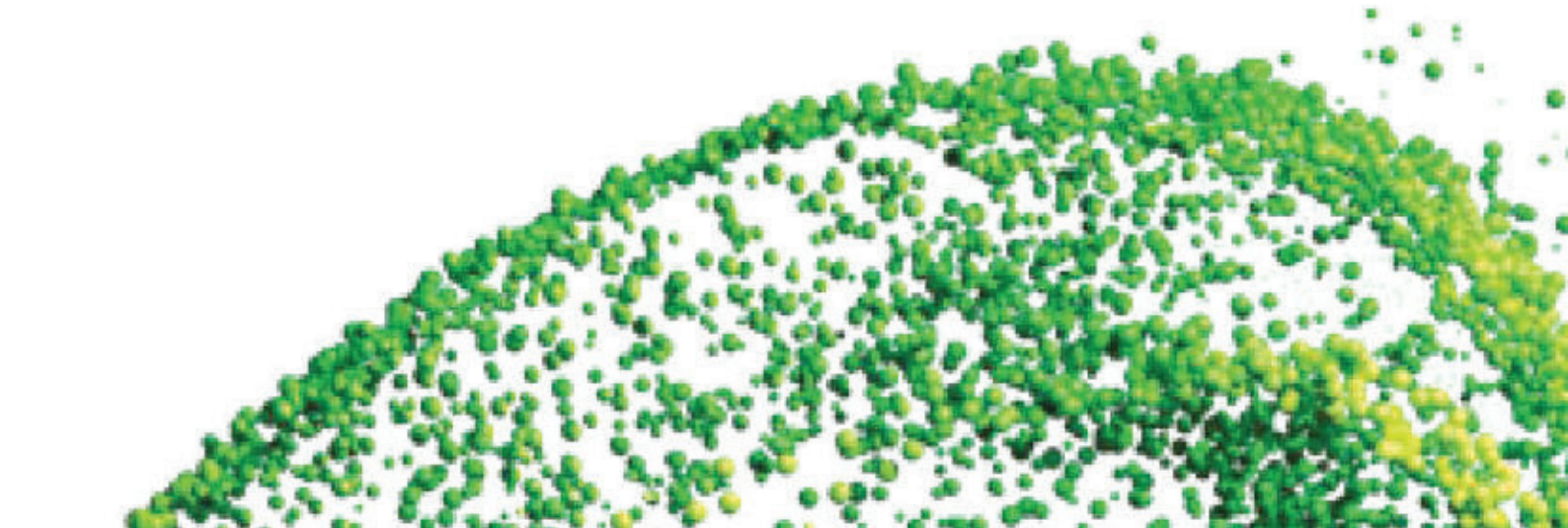
In addition to monthly compliance checks, Aparajitha also carries out periodic audits for contractual labour. These audits help ensure that contractors and service providers comply with applicable labour standards and legal requirements, particularly in areas such as wages, statutory benefits, working conditions, and prevention of child or forced labour. This enables SEIL to extend human rights due diligence beyond its direct workforce and into relevant portions of its contracted workforce.

With respect to workplace conduct and prevention of harassment, matters related to sexual harassment are addressed in accordance with the company's established POSH Policy. The company has a defined mechanism for handling such matters, including reporting, review, and appropriate action as per the applicable policy and legal framework.

Overall, the scope of SEIL's human rights due diligence covers both direct employees and contractual labour, in all our sites, with focus on legal compliance, labour rights, prevention of exploitative practices, wage protection, safe and respectful workplace practices, and timely remediation of identified non-compliances. This process supports SEIL's commitment to responsible business conduct and protection of human rights across its operations.

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

Yes. All the sites under SEIL entity are compliant for accessible infrastructure as per the requirements of the Rights of Persons with Disabilities Act, 2016.





4. Details on assessment of value chain partners:

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

**100% of the suppliers were assessed by Elevate through (Virtual assessment) and 5% by inhouse team (On-site audit).*

5. Provide details of any corrective actions taken or underwaytoaddresssignificantrisks/concernsarising from the assessments at Question 4 above.

If any case of non-conformance is identified, then a timeframe is provided based on the severity of the finding (Priority/Major/Minor) and the supplier team is to prepare and execute an acceptable corrective action plan.

Escalation will be done to the Schneider Electric procurement management through the Vigilance Team in case a supplier does not act on a nonconformance in the given timeframe or refuses to close the same.

The Schneider Electric Vigilance auditor will periodically review the progress on the closure.

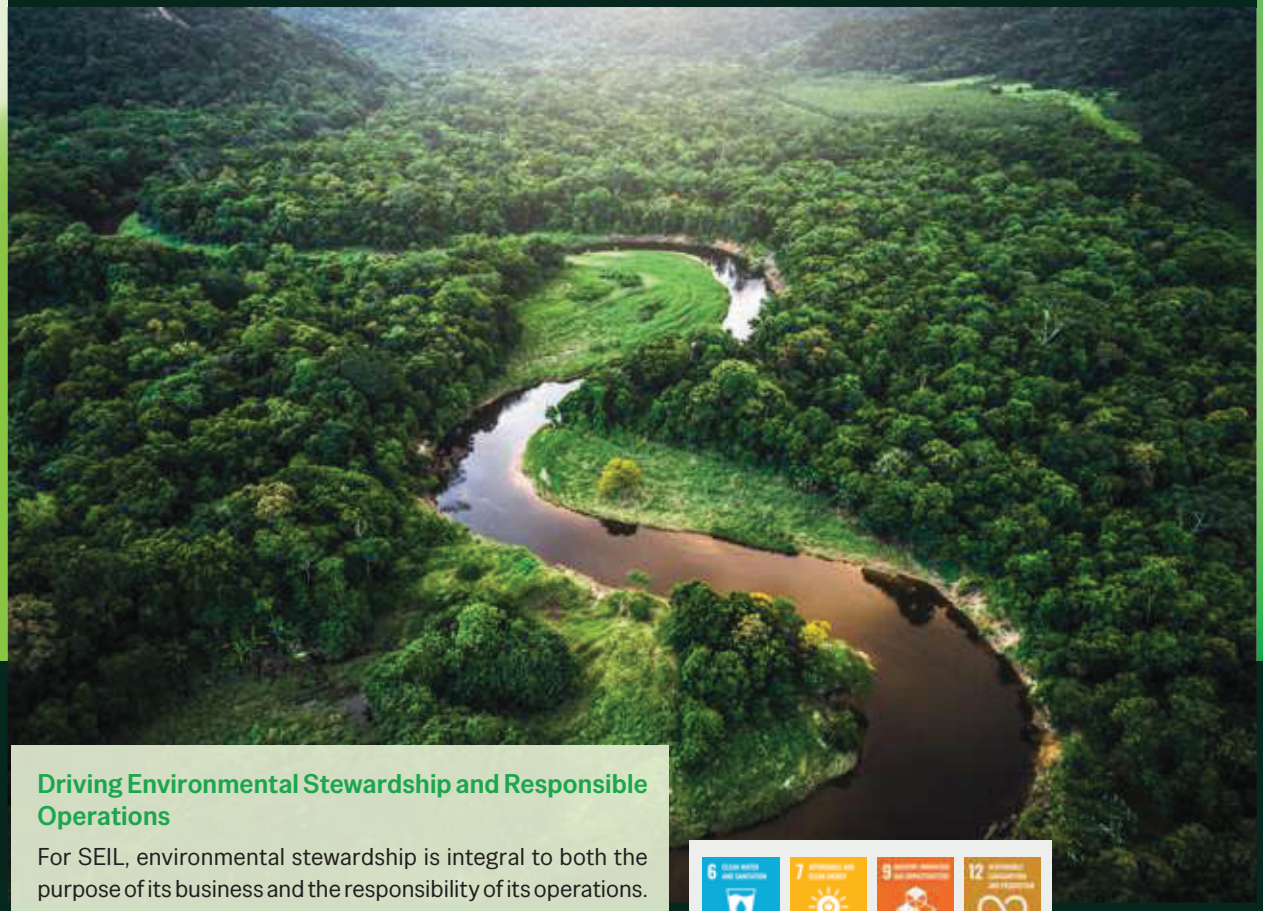
Final closure of the identified point is carried out through an onsite review or by remote evidence submission based on the type and degree of the observation.

SECTION C

PRINCIPLE

6

BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT



Driving Environmental Stewardship and Responsible Operations

For SEIL, environmental stewardship is integral to both the purpose of its business and the responsibility of its operations. Guided by Schneider Electric's environmental sustainability commitments, including its science-based net-zero ambition across the value chain by 2050 and its commitment to no net biodiversity loss in operations by 2030, SEIL focuses on climate action, energy efficiency, renewable energy adoption, water stewardship, waste reduction, responsible management of hazardous materials including SF_6, and resource management. Through operational improvement, environmental monitoring and responsible practices across its sites, SEIL seeks to run leaner and cleaner operations, support grid decarbonisation, and embed environmental responsibility into the way it manufactures and delivers solutions for customers, communities and the planet. This section reports our performance and the initiatives driving it.



100%
Electricity sourced from Renewable energy sources

ESSENTIAL INDICATORS

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

Parameters	Units	Current Financial Year FY 2025-26	Previous Financial Year FY 2024-25
From renewable sources			
Total electricity consumption (A)	GJ	33476.5	6014.0
Total fuel consumption (B)	GJ	0	0
Energy consumption through other sources (C)	GJ	0	0
Total energy consumed from renewable sources (A+B+C)	GJ	33476.5	6014.0
From non-renewable sources			
Total electricity consumption (D)	GJ	0	26,965.3
Total fuel consumption (E)	GJ	8182.2	8,761.3
Energy consumption through other sources (F)	GJ	-	-
Total energy consumed from non-renewable sources (D+E+F)	GJ	8182.2	35,726.6
Total Energy Consumption (A+B+C+D+E+F)	GJ	41658.6	41,740.3
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	GJ/INR Crore	14.4	15.8
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total energy consumed / Revenue from operations adjusted for PPP)	GJ/Crore USD	293.1	327.1
Energy intensity in terms of physical output	GJ/Product	0.28	0.32
Energy intensity (optional) – the relevant metric **may be selected** by the entity	-	NA	NA

**PPP= 20.34 as per IMF as on 2026 (https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/)*

Note: The data includes only plants of SEIL (MVI- Vadodara, TBI-Vadodara, SLW-Kolkata & KMVC-Kolkata)

SEIL has procured and retired Renewable energy certificates (RECs) equivalent to 100% of its FY 2025-26 electricity consumption. Consumption is accordingly reported as renewable. Physical electricity continues to be drawn from the interconnected grid and local distribution utilities.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

Yes, the management system has been assessed and certified by Bureau Veritas as part of ISO 14001 certification. SEIL has also carried out data verification and assurance of the BRSR data by Forvis Mazars LLP.

2. Does the entity have any sites / facilities identified as the designated consumers (DCs) under Performance, Achieve and Trade (PAT) Scheme of the Government of India? yes (Y/N) If, 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. None of the sites of SEIL comes under PAT Scheme.

3. Provide details of the following disclosures related to water, in the following format:

Parameters	Units	Current Financial Year FY 2025-26	Previous Financial Year FY 2024-25
Water withdrawal by source			
(i) Surface water	kilolitre (kL)	0	0
(ii) Groundwater	kilolitre (kL)	0	0
(iii) Third party water (Industrial Estate MIDC/GIDC)	kilolitre (kL)	75821.48	75783
(iv) Seawater / desalinated water	kilolitre (kL)	0	0
(v) Others (rainwater harvesting)	kilolitre (kL)	5,111.00	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	kilolitre (kL)	80,932.48	75783
Total volume of water consumption (in kilolitres)	kilolitre (kL)	77,271.44	63389
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	kL/INR Crore	26.73	24.04
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total water consumption / Revenue from operations adjusted for PPP)	kL/USD Crore	543.72	496.69
Water intensity in terms of physical output	kL/product	0.51	0.48
Water intensity (optional) – the relevant metric may be selected by the entity		NA	NA

Note: The data includes only plants of SEIL (MVI- Vadodara, TBI-Vadodara, SLW-Kolkata & KMVC-Kolkata)

**PPP= 20.34 as per IMF as on 2026 (https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/)*

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

Yes, the management system has been assessed and certified by Bureau Veritas as part of ISO 14001 certification. SEIL has also carried out data verification and assurance of the BRSR data by Forvis Mazars LLP.

4. Provide the following details related to water discharged:

Parameters	Units	Current Financial Year FY 2025-26	Previous Financial Year FY 2024-25
Water discharge by destination and level of treatment			
To Surface water			
- No treatment	kilolitre (kL)	0	0
- With treatment - Please specify level of treatment	kilolitre (kL)	0	0
To Groundwater		0	0
- No treatment	kilolitre (kL)	0	0
- With treatment - Please specify level of treatment	kilolitre (kL)	0	0
To Seawater		0	0
- No treatment	kilolitre (kL)	0	0
- With treatment - Please specify level of treatment	kilolitre (kL)	0	0
Sent to third parties		3661.04	12002
- No treatment	kilolitre (kL)	3661.04	12002
- With treatment - Please specify level of treatment	kilolitre (kL)	0	0

Parameters	Units	Current Financial Year FY 2025-26	Previous Financial Year FY 2024-25
Others		0	31174
- No treatment	kilolitre (kL)	0	31174
- With treatment – Secondary treatment	kilolitre (kL)	0	0
Total water discharged	kilolitre (kL)	3661.04	43176

Note: The data includes only plants of SEIL (MVI- Vadodara, TBI-Vadodara, SLW-Kolkata & KMVC-Kolkata)

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)
Yes, Bureau Veritas carries out data verification as part of ISO 14001 certification. We are also carrying out independent verification by Forvis Mazars LLP as part of BRSR report assurance.

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

Yes. The 2 plants of SEIL, MVI and TBI plants located in Vadodara are zero liquid discharge facilities. The only source of wastewater is from domestic purposes since there is no water involved in the manufacturing process and these sites are having sewage treatment plant to treat this domestic wastewater.

The treated water of sewage treatment plant is tested as per the defined BIS standard. The treated water is reused for gardening within the plant.

SEIL's SLW Plant in Kolkata was having an effluent treatment plant to treat the process wastewater and an initiative has been taken to install the ZLDP – zero liquid discharge plant in the year 2023 for effluent wastewater. Domestic wastewater is being treated at municipal common treatment plant.

6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format

Parameter	Please specify unit	FY 2025-26 (Current Financial Year	FY 2024-25 (Previous Financial Year)
NOx	ppmv	20.94	37.39
	mg/m^3	69.91	
SOx	mg/m^3	42.59	22.39
Particulate matter (PM)	mg/m^3	41.87	41.42

Note:

1. *For NOx MVI and TBI Plant concentrations are reported in ppmv, whereas SLW and KMVC concentrations are reported in mg/m^3.*
2. *Note: The data includes only plants of SEIL (MVI- Vadodara, TBI-Vadodara, SLW-Kolkata & KMVC-Kolkata)*

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:
Yes, all the measurements and reporting are being carried out 3rd party agencies approved by respective pollution control boards and as per BIS standards and the data has been verified as part of BRSR report assurance by Forvis Mazars LLP.

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

Parameter	Units	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 1 emissions[2] (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	1232.19	1435.74
Total Scope 2 emissions[3] (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	0	5445.54
Total Scope 1 and Scope 2 emissions	Metric tonnes of CO_2 equivalent	1232.19	6881.28
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO_2 equivalent / INR Cr	0.43	2.61
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)*	Metric tonnes of CO_2 equivalent / USD Cr	8.67	53.92
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO_2 equivalent/ Product	0.01	0.052
Total Scope 1 and Scope 2 emission intensity (optional)		NA	NA

**PPP= 20.34 as per IMF as on 2026 (https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/)*

Note:

1. *The data includes only plants of SEIL (MVI- Vadodara, TBI-Vadodara, SLW-Kolkata & KMVC-Kolkata where SEIL has operational control*
2. *GHG emissions resulting from the use of refrigerants have not been accounted in Scope 1 emissions.*
3. *SEIL reports GHG emissions under the Market-Based (MB) method. Scope 2 emissions are reported as nil, as the Company has procured Renewable Energy Certificates (RECs) equivalent to 100% of its grid electricity consumption and additionally generates electricity through onsite solar installations.*

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

Yes. All the BRSR data is verified by an independent verification agency- Forvis Mazars LLP.



30%

Of water for domestic purpose sourced through rainwater

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

SEIL is strategically implementing a phased approach to reduce its greenhouse gas (GHG) emissions. Each site is developing specific decarbonization plans based on their energy consumption.

To align with science-based targets, SEIL has mapped its carbon footprint across all facilities and conducted detailed energy audits by certified Bureau of Energy Efficiency auditors. The significant CO2 emission contributors identified are grid electricity, SF6, LPG, and Diesel. These audits inform the prioritized actions aimed at reducing energy consumption and transitioning to cleaner alternatives.

Key Strategies for Reducing Scope 1 & 2 Emissions:

1. Fossil Fuel Reduction & Substitution: Decreasing or replacing fossil fuels, including substituting oil and gas with electrification processes.
2. Energy Efficiency Improvements: Implementing energy audits, digitalization, and optimization techniques to enhance efficiency.
3. Renewable Energy Transition: Commitment to RE100 and ongoing phase-wise installation of solar power, with the entity generating 20% of its power from solar.
4. Electric Vehicle Adoption: Promoting green mobility through the installation of EV charging stations for employees.
5. Fugitive Emission Control (SF6): Strong monitoring of SF6 gas processes through detailed assessments, robust filling procedures, advanced leakage detectors, and alarm systems. Inert gas is used for leakage testing.
6. Fuel Switching: Substituting diesel with LPG in autoclave oil heating, resulting in a 50% reduction in CO2 generation.
7. Operational Optimizations: Implementing measures like optimizing compressed air pressure and arresting leakages, installing occupancy sensors in offices, insulating HVAC chiller pumps and optimizing their usage, and implementing operational controls during non-occupancy hours.
8. Renewable Heating: Utilizing solar heaters for the canteen's water heating.
9. System Segregation & Insulation: Segregating air-conditioned and kitchen exhaust systems and reinsulating cold refrigerant lines.
10. Leakage Detection: Procuring air leakage detection devices for early identification and repair.
11. EMS – Emission monitoring system for SF6 filling machine is under installation.

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

SEIL Waste Data		
Parameter	**FY 2025-26 (Current Financial Year)**	**FY 2024-25 (Previous Financial Year)**
Total Waste generated (in metric tonnes)		
Plastic waste	26.22	36.00
E-waste	2.97	5.67
Bio-medical waste	0.0024	0.01
Construction and demolition waste	-	0.00
Used Oil	-	-
Battery waste	0.22	1.44
Oily Soaked Dust scrap	-	-
Radioactive waste	-	0.00
Other Hazardous waste. Please specify, if any.	122.51	102.41
Other Non-hazardous waste generated. Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	**2,170.94**	**1966.32**

SEIL Waste Data		
Parameter	**FY 2025-26 (Current Financial Year)**	**FY 2024-25 (Previous Financial Year)**
Food Waste	23.68	24.65
Insulation Scrap	17.34	22.77
Aluminium scrap	293.92	294.84
Copper scrap	103.20	96.32
brass scrap	0.99	0.06
Metal Scrap	514.40	378.23
Waste Carton Paper	550.31	487.17
Waste wood scrap	587.08	588.20
Rubber scrap	4.96	2.76
Miscellaneous Scrap	51.30	35.48
Garden Waste	23.76	35.84
Total Waste	**2,322.85**	**2,111.85**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)- Tons/ INR Million	0.80	0.80
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total waste generated / Revenue from operations adjusted for PPP)- Tons/ Cr USD	16.34	16.55
Waste intensity in terms of physical output (Tons/Product)	0.02	0.016
Waste intensity (optional) – the relevant metric may be selected by the entity	NA	NA
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	2322.85	2098.7
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	**2322.85**	**2098.7**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0.0024	3.28
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	**0.0024**	**3.28**

**PPP= 20.34 as per IMF as on 2026 (https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/)*

Note: The data includes only plants of SEIL (MVI- Vadodara, TBI-Vadodara, SLW-Kolkata & KMVC-Kolkata)

We have considered density of used oil as 900 Gm/Ltr on average, rounded off to 1000 Gm/Ltr i.e. 1 Kg/Ltr to convert to tonnes. Source - (https://ehs.cranesville.com/msds.pdfs/MSDS(U003).pdf)

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

Yes, the management system has been assessed and certified by Bureau Veritas as part of ISO 14001 certification. We have also carried out data verification and assurance of the BRSR data by Forvis Mazars LLP.

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.

SEIL maintains a comprehensive waste management program across all locations, monitoring waste generated from production, logistics, and office activities. Adhering to legal requirements, all hazardous waste is appropriately managed. A strong emphasis is placed on the 3 Rs (Reduce, Reuse, Recycle) for non-hazardous waste, with a target of 99% diversion from landfill. Special category wastes are recycled through Pollution Control Board-authorized vendors, and hazardous waste is treated via incineration or recycling. SEIL is actively driving towards a zero-landfill principle, ensuring no residues are sent to landfills.

Key initiatives implemented across sites include:

1. **Source Segregation:** Utilizing color-coded bins and removing multiple bins to enhance proper separation of waste at the source.
2. **Designated Storage:** Allocating distinct chambers for waste storage in scrap yards.
3. **Monitored Disposal:** Implementing weighing provisions before waste is dispatched for recycling to designated facilities.
4. **Non-Hazardous Waste Reduction & Reuse:** Employing recyclable wooden pallets, reusing carton boxes, transitioning to multi-use plastic containers for transport and storage, and optimizing packaging designs.
5. **Eliminating Single-Use Plastics & Packaging Waste:** Replacing plastic water bottles with steel alternatives, using compostable plastic bags in bins, adopting reusable metal boxes for busway line materials, redesigning wooden pallets for reduced wood consumption, giving packaging boxes a second life through internal reuse, implementing honeycomb and corrugated packaging as alternatives to wood, and utilizing returnable metal trolleys to eliminate packaging.
6. **Metal Frame Implementation:** Replacing wooden pallets with metal frame bases for incoming raw materials from vendors.
7. **E-waste Recycling:** Ensuring electronic waste is recycled through authorized vendors in compliance with e-waste management rules.
8. **Food Waste Composting:** Monitoring food waste and utilizing it for on-site composting, which is then used for gardening purposes.



>99%
Diversion from landfill.

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:

The entity does not have any operations/offices in ecologically sensitive areas.

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

Environmental impact assessments of projects are not undertaken by the SEIL entity as no projects were undertaken in the current/previous FY.

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

Yes, the SEIL entity is 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 there under in the current/previous FY.

LEADERSHIP INDICATORS

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

I. Name of the area:

II. Nature of operations:

III. Water withdrawal, consumption, and discharge in the following format:

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

None of locations where the sites of SEIL entity is located are classified as over-exploited or critical by Central Ground Water Authority.

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

Scope 3 emissions are calculated at entity level.

Parameter	Unit	FY 2025-26 (Current Financial Year	FY 2024-25 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	683,777.94	705,729.08
Total Scope 3 emissions per rupee of turnover	tCO_2e per INR Cr	236.60	264.21
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	tCO_2e per product	4.55	4.7

Note: The scope of Scope 3 emission calculation are mentioned categories. Remaining categories are excluded since they are not applicable to entity in line with Global Schneider Electric Scope 3 reporting alignment.

Reported Categories:

C1-Purchased Goods & Services, C2-Capital Goods, C3-Fuel & Energy Related Activities, C4-Upstream Transportation & Distribution, C5-Waste Generated in Operations, C6-Business Travel, C7-Employee Commuting, C11-Use of Sold Products and C12- End-of-Life Treatment of Sold Products.

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 since the entity does not have any operations/offices in ecologically sensitive areas.

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

At SEIL, reducing environmental impact of operations is of paramount importance as part of our sustainability strategy. We have identified numerous energy saving, waste recycling, water saving initiatives to reduce the resource consumption.

The plants are having building management system for monitoring the HVAC system. The BMS system is effectively used to identify the energy saving actions and efficient usage of HVAC system. The energy meters are connected to the power monitoring system, and we track the energy usage digital and initiating the actions on energy savings.

Water meters are installed for the tracking of water usage and mapping the water footprint of the plant. We have also installed renewable energy on-site and usage is also tracked in our in-house Environment IT system- Resource advisor along with energy, water, waste, etc. Treated wastewater is also reused for gardening at MVI and TBI plants in Vadodara.





Environment Month initiatives in factories, Clean-up drive and Seed-ball plantation

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
1	Roof Top Solar- MVI	Roof Top Solar - New Phase-2 installation done with capacity of 640 KWp, Phase 1 was already implemented 360 KWp	20% Renewable Energy from on-site solar
2	Purchase of RECs	Purchase of Renewable Energy Certificates to reduce CO2 emissions.	100% of Scope 2 emissions reduced.
3	Sustainable packaging	Global SE Road map implementation for all the product range, 100% recycled cardboard used in 2024 – Honeycomb 100% , Heavy Duty Cardboard – 70%	81% Sustainable packaging
4	Energy Saving	PME - Power monitoring expert installed for tracking, monitoring, and actions	15% Energy performance Vs Baseline year (2019)
5	CO2 Emission	Emission monitoring system installation for SF6 50,000 Euro	Reduction in SF6 leakage emissions.
6	CO2 Emission	Reduction of material by redesign of LV Box (2mm to 1.5mm enclosure) 26250kg/Year	26,250 kg/ Year
7	Environment Day celebrations	Earth Hour 330 kwh, water day celebration, Biodiversity day, World Environment Day	Promoting the environment sustainability among employees
8	Water Saving	Water meter installation , covering water meter into the digital water meter	Reduction in water consumption
9	Reuse of Wooden packaging	LV panel Spares-Change from wooden box to cardboard box (box used from scrap of other part), RMU Tank reusable packing, warranty services are reusing the cardboard boxes of Raw material	5.5 tonne CO2 avoidance
10	Zero Liquid Discharge plant Installation	Installation of Zero Liquid Discharge plant for recycling of wastewater.	All effluent wastewater recycled & used for further in our processes.
11	Energy Saving	New VFD chiller introduced to adjust with load variation resulting less electricity consumption.	Saving KWH consumption by 12% per VI.
12	Energy Saving	Power factor improved from 0.93 to 0.99	Saving 12 Kilo Euro in electricity bill per year . Payback received in 1 year
13	Sustainability	Introduced electric vehicle for collecting materials from local vendor.	Contributing to a cleaner and greener environment
14	Single use plastics (SUP) Elimination	Introduction of paper bags for LOCO spare material	Single use plastics replaced by paper material
15	Roof Top Solar- TBI	Roof Top Solar -Phase-2 installation done with capacity of 567.54 KWp / 425 KW	20% Renewable Energy from on-site solar
16	Sustainable packaging	Wooden packaging of RTCC panel was replaced with cardboard packaging	Sustainable packaging, wood-saving
17	Sustainable packaging	Plastic, foam sheet was replaced with 2-ply cardboard for the packaging of PDT & MPT transformer accessories inside secondary packaging of BOX	Sustainable packaging, wood-saving

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
18	Sustainable packaging	Wooden packaging of ODT & MPT instrument case was replaced with corrugated board	Sustainable packaging, wood-saving
19	Energy Saving	Old Skylights replaced with new one to get more illumination inside shop and to reduce energy save	Energy Saving
20	Sensor fitting done in admin washroom and admin area occupancy	Installation of occupancy sensors or photocell, programmable switches, time clock, automation etc.	Energy Saving
21	Biodiversity	TBI Van Garden Development - Fruit Tree, Canopy Trees, Kitchen Garden - 80 + trees	Biodiversity conservation
22	Sustainability	Bagasse base tissue paper in place of virgin tissue paper	Biodiversity conservation



Renewable Energy installation at MVI, Vadodara.

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

Yes, we do have Business continuity plan (BCP) which includes disaster management. The management of the business continuity is based on an evaluation of the risks and the business impact to identify critical activities. Therefore, the content of the BCP needs to be adapted for each site following the detailed risk assessment and business impact analysis. The risk assessment matrix is used to identify major risks by assessing probability of occurrence and impact on personnel, real estate, and business. The objective of this document is to describe the actions, roles, and responsibilities within the site to ensure the management of the initial phase following an incident, the business continuity, and the recovery of critical activities. It is focused on industrial activities.

The plant business continuity and disaster management is reviewed every year with plant leadership and key stakeholders. The disaster management mock drill is also exercised every six months to ensure the preparedness. The mock drills are also conducted with the external authorities for better coordination in case of real emergency scenario. The details of the emergency preparedness are displayed in the entity at various places which includes emergency numbers and incident scenario. The facilities are equipped with the fire hydrant, fire sprinkler, smoke detection system and fire water storage in adequate quantity.

The external experts are engaged for ensuring the adequate fire protection system installation and every two

year the audit is performed by these external experts. The internal emergency response team is identified under the fire fighter, first aiders, crisis management team with their roles and responsibility to perform during the emergency scenario. The disaster management is also including the pandemic scenario which supports during the actual emergency like covid19. The emergency preparedness plan is also reviewed by the authority during their inspection and visit to the plant. The NDRF, Fire authorities are consulted for ensuring adequate measures to handle the emergency situations. The fire facility is assessed, and revamped project is initiated to ensure the requirement as per national fire protection association and national building code fire protection guidelines.

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.

In case of any non-conformances at supplier during the evaluation, the supplier team is expected to provide a corrective action plan wherein they will comply with both legal and RBA requirements. They are required to demonstrate the capability/system to monitor their compliance to the requirements in a sustainable manner. The supplier vigilance team auditors liaise with the supplier team members to review and validate the actions implemented by the supplier team. The supplier vigilance team does provide training and assistance to supplier teams wherever required but they are expected to implement and monitor these programs independently. Final closure of the identified point is either done through onsite verification or remote evidence submission based on applicability.

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

100% of our suppliers are assessed for environmental impact. To understand which of our supply chain partners are at higher risk of not meeting legal and international standards for Environmental Practices Schneider Electric leverages our partnership with Responsible Business Alliance (RBA), joined by Elevate, an ESG risk analysis company to annually analyse our direct & indirect suppliers across the world. The assessment marks each supplier on a scale of 10 (1 being the lowest score and 10 being the highest score).

If a supplier receives a score equal to or less than 5 then they are classified as a high-risk supplier and need to be assessed onsite as per the RBA standard. If a supplier receives a score equal to or lower than 7.5 and higher than 5 then they are classified as medium risk and are provided with a remote questionnaire which covers core areas of the RBA audit. In case they do not provide acceptable responses to the remote questionnaire then an on-site audit is triggered

8. How many Green Credits have been generated or procured:

a. By the listed entity

The Company does not generate or procure green credit currently. However, globally Schneider Electric purchases Renewable energy certificates (RECs) which will be allocated annually to the entity as per the requirement to meet internal obligation of 100% renewable electricity.

b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners

The Company is currently not monitoring the generation or purchase of green credit by value chain partners.



SECTION C

PRINCIPLE

7 BUSINESSES WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT



Contributing Expertise Through Responsible Advocacy

SEIL does not seek to actively influence public or regulatory policy for narrow advantage; however, where inputs or technical opinions are sought by regulators or industry bodies, the Company participates constructively and responsibly. SEIL's engagement is channelled through recognised national forums and associations, enabling the Company to contribute expertise on energy conservation, sustainability, safety, quality and sustainable building practices in the wider public interest. This section describes the nature and conduct of that engagement

ESSENTIAL INDICATORS

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

9

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

Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1 Confederation of Indian Industry	National
2 Federation of Indian Chambers of Commerce and Industry	
3 Alliance for an Energy Efficient Economy	
4 Indian Electrical and Electronics Manufacturers' Association	
5 Associated Chambers of Commerce and Industry of India	
6 Indian Society of Heating, Refrigerating and Air Conditioning Engineers	
1 Indo-French Chamber of Commerce and Industry	International
2 National Association of Software and Service Companies	
3 Federation of European Business in India	

**All association memberships are for Schneider Electric India level and is applicable to all SE entities operating in India.*

LEADERSHIP INDICATORS

1. Details of public policy positions advocated by the Entity

We work closely with various trade and industry associations on topics related to governance, policy reforms and sustainable business principles.

S. No	Public policy advocated	Method resort for such advocacy	Whether the information is available in public domain? (Yes/No)	Frequency of review by board (Annually/ Half yearly/ Quarterly/ Other-please specify	Web Link, if available
1	Industry Advocacy on Quality Control Orders	Shared industry feedback through IEEMA on the implementation of Quality Control Orders (QCOs) and associated challenges. These advocacy efforts contributed to a series of reforms introduced by the Government of India to streamline the QCO framework. We will continue to proactively engage with industry stakeholders and provide constructive feedback to support effective policy implementation.	✓	Other- As per requirement	Not available

SECTION C

PRINCIPLE 8

BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT



Creating Shared Value Across Communities and Supply Chains

For SEIL, inclusive growth is anchored in the belief that access to reliable, safe, efficient and sustainable energy is a foundation for opportunity and human progress. Through the Schneider Electric India Foundation (SEIF), the Company supports community-focused initiatives around its operations, with emphasis on youth, children and underprivileged communities. The Company also seeks to broaden participation in its growth by strengthening linkages with smaller and local suppliers, thereby supporting inclusive value creation across communities and the supply chain. This section describes how we advance equitable, community-centred growth.

1,55,103
People benefited from CSR initiatives

>94%
Materials sourced from India

ESSENTIAL INDICATORS



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

Not applicable as none of the projects undertaken by the entity requires SIA by law since there is no acquisition of land, rehabilitation, and resettlement of communities. Projects are carried out in government designated industrial area on rental basis.

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

Not applicable since none of the projects undertaken by the entity has acquisition of lands, rehabilitation, and resettlement of communities.

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

SEIL through its implementation arm for CSR projects, Schneider Electric India Foundation (SEIF) works closely with the community in identified areas of education, healthcare, disaster relief, etc. Within its areas of work, SEIF has robust mechanisms to assess the impact of projects on intended beneficiaries. These mechanisms range from one-on-one and group discussions with beneficiaries to impact assessments, among others, and provide ample opportunity to receive and redress grievances of the intended beneficiaries. Additionally, the Trust Line is also available to community members to lodge any grievances.

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

	Current Financial Year FY 2025-26	Previous Financial Year FY 2024-25
Directly sourced from MSMEs/ small producers	47.14%	35.67%
Directly from within India	94.30%	90.62%

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

Location	Current Financial Year FY 2025-26	Previous Financial Year FY 2024-25
Rural	0	0
Semi-urban	0	0
Urban	1.09%	1.66%
Metropolitan	98.91%	98.34%

**Includes wages of all employees and workers, contractors are excluded in calculation.*



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 as none of the projects undertaken by the entity requires SIA by law since there is no acquisition of land, rehabilitation, and resettlement of communities. Projects are carried out in government designated industrial area on rental basis.

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

None of the CSR projects were taken up in designated aspirational districts in last financial year (FY 2025-26).

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:

All the products of SEIL are based out of electrical and electronics components and does not include any IP from traditional knowledge.

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

Since products of entity are not based out of traditional knowledge, we have no adverse order on intellectual related property

6. Details of beneficiaries of CSR Projects:

CSR Projects	No. of persons benefitted from CSR project	Percentage of beneficiaries from vulnerable and marginalized groups
1	Establishment of 11 skill development centers and refurbishment of 9 centers	100%
2	Electrification of 22 Community centers - 3 PHC**, 5 Sub center and 14 Anganwadi's	100%
3	3,000 households supported with portable lighting solutions*	100%

**Considering family size of 5*

***Considering footfall of 2000 patients each month*



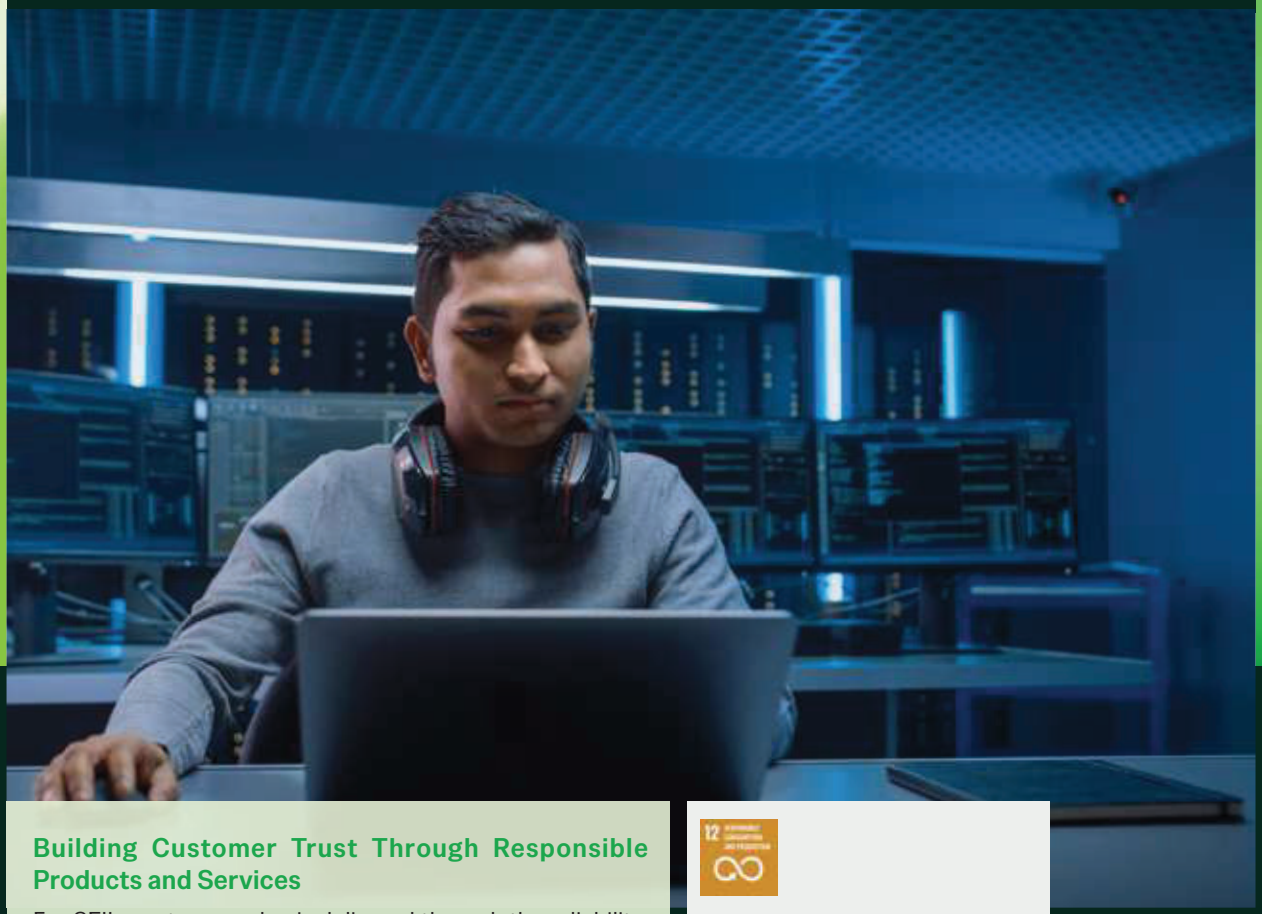
ITI Skilling centre inaugurated by Udai Singh, MD-SEIL in Vadodara.

SECTION C

PRINCIPLE

9

BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER



Building Customer Trust Through Responsible Products and Services

For SEIL, customer value is delivered through the reliability, safety and trust embedded in its products and services. SEIL engages with customers responsibly by providing product, safety and usage information, supporting informed decision-making, and maintaining structured channels for feedback and grievance redressal. The Company's approach is strengthened by Schneider Electric's global practices on data privacy and customer information protection, under which the SEIL commits to safeguarding personal information in line with applicable laws and internal policies. Through clear communication, responsible product stewardship, cyber-security and privacy safeguards, and mechanisms to listen and respond to customers, SEIL seeks to protect the value it creates across the product life cycle and reinforce long-term trust with customers and end users. This section sets out the mechanisms through which we deliver and protect that value.

Zero
Data breaches
in FY 2025-26

Zero
Product recalls
in FY 2025-26

ESSENTIAL INDICATORS

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

At SEIL, we have a dedicated customer service and quality team to respond to all consumer complaints and feedback. Customer reaches to customer care centre (CCC) through Phone, Chat or E-mail. CCC would create a case of the complaint and ask for relevant information like product name, invoice details to check for the warranty period of the product. If the product is in warranty, CCC will try and resolve the issue through remote trouble shooting. If the issue cannot be resolved over remote then work order is created for an engineer to visit the site. Once the engineer visits the site, he will confirm if the issue requires replacement of the product/spare on FOC or by the Customer themselves. Accordingly, the work order and the case is closed in the system and customer is auto intimated about the closure over a mail.

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

55.65%	23.63%	23.63%
Environmental and social parameters relevant to the product	Safe and responsible usage	Recycling and/or safe disposal

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

	FY 2025-26 Current Financial Year		Remarks	FY 2024-25 Previous Financial Year		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	Nil	NA	Nil	Nil	NA
Advertising	Nil	Nil	NA	Nil	Nil	NA
Cyber-security	Nil	Nil	NA	Nil	Nil	NA
Delivery of essential services	Nil	Nil	NA	Nil	Nil	NA
Restrictive Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Unfair Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Other	Nil	Nil	NA	Nil	Nil	NA

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

There were no forced or voluntary recalls of the product in financial year FY2025-26.

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 maintains robust information security and data privacy programs which are consistent with industry standards and applicable legal requirements, designed to protect against unauthorized data disclosures and attacks on our network. Like any other large business organizations, we do experience such incidents from time to time. When an incident happens, we respond quickly to investigate the incident, take remedial action, and provide notification to affected parties where appropriate. As a matter of good security practice, we generally only discuss the details of specific incidents in the context of notification. https://www.se.com/in/en/about-us/legal/data-privacy.jsp

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 not received any adverse order from any regulatory authority during the financial year 2025-26.

7. Provide the following information relating to data breaches:

a	b	c
Number of instances of data breaches:	**Percentage of data breaches involving personally identifiable information of customers**	**Impact, if any, of the data breaches:**
Nil		

LEADERSHIP INDICATORS

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

We have a dedicated page on our Company's website that provide information about the products and services. The website links are:

1. https://www.se.com/in/en – this is our corporate website, open for all partner/end users/home owners/ students/ job seekers
2. https://infra.schneider-electric.co.in/ - this website is meant for our Infrastructure business which is a listed company and caters to our investors, and open for all.
3. **mySchneider web:** https://www.se.com/myschneider/?countrycode=in&lang=en_IN – this website is meant only for B2B End User, Electrician, Home Builder , Distributor, Panel Builder, contractors, System Integrator, Design Firms, IT Channel partners and not open to all. It needs registration and login credentials to avail the services/content.
4. **mySchneider App** - https://www.se.com/in/en/work/support/myschneider-app/ - this is the app meant only for B2B End User, Electrician, Home Builder, Distributor, Panel Builder, contractors, System Integrator, Design Firms, IT Channel partners and not open to all. It needs registration and login credentials to avail the services/content.
5. **WhatsApp for Business** – was launched in Aug 2023, available for B2B End User, Electrician, Retailer, Homeowner, Distributor, Panel Builder, contractors as of now
6. **Call Center** to service customers as required

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

We majorly communicate to our customers about the safe and responsible usage of products and/or services through the following modes:

1. Product-level communication: Do's & Don'ts, caution notices, and danger nameplates are fixed on the product.
2. Documentation: Information and declarations are provided in product catalogues/manuals and end-of-life documents.
3. Digital communication: Relevant information and declarations are made available on the product website.

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

SEIL has established a multi-channel communication strategy to inform customers of service disruptions. For phone inquiries, an IVR message provides immediate notification. Registered customers are updated through notifications on the mySchneider mobile application and the company website. Furthermore, channel partners and the distribution team disseminate relevant information to their respective customer networks.

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

Yes. The Company follows IEC/IS labelling standards for all its products.

Yes. There are also 2 types of survey mechanisms:

1. Customer Net Promoter Score (CNPS) survey done annually via phone calls via an independent 3rd party agency which focuses on customer's overall perception of Brand Schneider. CNPS for CY2024 was 51.6%.
2. Net Satisfaction Score (NSS) survey which happens at multiple touch points for every customer transaction. This survey is done via e-mail to get customer satisfaction and feedback. NPS Score for CY2024 was 74%.

List of Abbreviations

1. SEIL - Schneider Electric Infrastructure Limited
2. EPC - Engineering, procurement, and construction
3. BRSR - Business Responsibility and Sustainability Report
4. ESG - Environment, Social and Governance
5. UN SDGs - United Nations Sustainable Development Goals
6. SSI - Schneider Sustainability Impact targets
7. SSE - Schneider Sustainability Essentials target
8. POSH - Prevention of Sexual Harassment
9. ERM - Enterprise Risk Management
10. ISO - International Organization of Standardization
11. EPR - Extended Producer Responsibility
12. DEI - Diversity, Equity, and Inclusion
13. EEO - Equal Employment Opportunity
14. PD - Persons with Disability
15. LDS - Lean Digitization System
16. DISS - Digitized Idea & Short Interval Meeting System
17. OHS - Occupational Health and Safety
18. SIM - Short Interval Meetings
19. ICC - Internal Complaints Committee
20. BCP - Business Continuity Plan
21. NDRF - National Disaster Response Force
22. TZCP - Total Zero Carbon Project
23. DWP - Decent work program
24. ESIC - Employees State Insurance Corporation
25. RBA - Responsible Business Alliance
26. CII - Confederation of Indian Industry
27. FICCI - Federation of Indian Chambers of Commerce & Industry
28. IFCCI - Indo-French Chamber of Commerce & Industry
29. IEEMA - Indian Electricals & Electronics Manufacturers Association
30. IGBC - Indian Green Building Council
31. AEEE - Alliance for an Energy Efficient Economy
32. BIS - Bureau of Indian Standards
33. NASSCOM - National Association of Software and Service Companies
34. ISHRAE - Society of Heating, Refrigerating and Air Conditioning Engineers.
35. TERI - The Energy and Resources Institute
36. GBCI - Green Business Certification Inc.
37. ECSBC - Energy Conservation & Sustainability Building Code
38. CCC - Customer Care Centre
39. IVR - Interactive Voice Response
40. CNPS - Customer Net Promoter Score
41. NSS - Net Satisfaction Score

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Independent Assurance Statement

To the Board of Directors of Schneider Electric Infrastructure Limited

Schneider Electric Infrastructure Limited (Corporate Identity Number L31900GJ2011PLC064420, hereafter also referred to as 'SEIL' or 'the Company') has engaged Forvis Mazars LLP ('Forvis Mazars', 'us' or 'we' or 'our') to undertake independent assurance of the Company's disclosures in its Business Responsibility and Sustainability Report (hereafter referred to as 'BRSR') for the Financial Year (FY) 2025-26. The disclosures include BRSR Core as per Annexure 17A and the non-financial disclosures as per Annexure 16 of the Master Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026, dated January 30, 2026 ('the Master Circular'), issued in supersession of the earlier Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024, read with the Industry Standards on Reporting of BRSR Core issued vide SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated December 20, 2024.

Our Conclusion:

Reasonable Level of Assurance - BRSR Core

Based on the review performed and the procedures undertaken to obtain a reasonable level of assurance, Forvis Mazars concludes that, in all material respects, the BRSR Core Key Performance Indicators (KPIs) across the nine ESG attributes (as detailed in Annexure I of this statement) for FY 2025-26 have been reported in accordance with the requirements specified in Annexure 17A of the Master Circular read with the Industry Standards on Reporting of BRSR Core.

Limited Level of Assurance - BRSR Disclosures other than core (only quantitative)

Based on the assessment undertaken, nothing has come to our attention to suggest that the non-financial disclosures (as listed in Annexure II of this statement) in BRSR do not properly adhere to the reporting requirements as per BRSR reporting guidelines in Annexure 16 of the Master Circular.

Scope of Work

The scope of our engagement includes a reasonable level of assurance for the 'BRSR Core' attributes and a limited level of assurance for 'BRSR Disclosures other than core', for the Financial Year (FY) 2025-26, in accordance with the identified sustainability information and criteria listed below.

We have performed an assurance engagement on the Identified Sustainability Information (ISI) for the Reporting Boundary as disclosed under Question No. 13 of Section A: General Disclosures of the BRSR on a standalone basis. The reporting boundary includes environmental data of 4 manufacturing facilities – MVI Plant (Vadodara) & TBI Plant (Vadodara), and SLW Plant (Kolkata) & KMVC Plant (Kolkata), and non-environmental data of 4 manufacturing plants, 1 group level plant and 18 regional offices.

Plant	Address
MVI	Milestone 87, Vadodara, Halol Highway, Village Kotambi, Post office Jarod, Vadodara - 391510, Gujarat, India.
TBI	Milestone 87, Vadodara, Halol Highway, Village Kotambi, Post office Jarod, Vadodara - 391510, Gujarat, India.
SLW	Plot No. 3, Block BN, Sector - V, Bidhan Nagar (Salt Lake City), Kolkata, IND 700091, India
KMVC	Dag Nos. 22, 23, 25 To 34, 38 & 394, Mouza Belu Milki, JL No. 11, PS. Sreerampore, Dist. Hooghly, Dankuni, Kolkata, IND 712223, India

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Our Conclusion:

Reasonable Level of Assurance - BRSR Core

Based on the review performed and the procedures undertaken to obtain a reasonable level of assurance, Forvis Mazars concludes that, in all material respects, the BRSR Core Key Performance Indicators (KPIs) across the nine ESG attributes (as detailed in Annexure I of this statement) for FY 2025-26 have been reported in accordance with the requirements specified in Annexure 17A of the Master Circular read with the Industry Standards on Reporting of BRSR Core.

Limited Level of Assurance - BRSR Disclosures other than core (only quantitative)

Based on the assessment undertaken, nothing has come to our attention to suggest that the non-financial disclosures (as listed in Annexure II of this statement) in BRSR do not properly adhere to the reporting requirements as per BRSR reporting guidelines in Annexure 16 of the Master Circular.

Scope of Work

The scope of our engagement includes a reasonable level of assurance for the 'BRSR Core' attributes and a limited level of assurance for 'BRSR Disclosures other than core', for the Financial Year (FY) 2025-26, in accordance with the identified sustainability information and criteria listed below.

We have performed an assurance engagement on the Identified Sustainability Information (ISI) for the Reporting Boundary as disclosed under Question No. 13 of Section A: General Disclosures of the BRSR on a standalone basis. The reporting boundary includes environmental data of 4 manufacturing facilities – MVI Plant (Vadodara) & TBI Plant (Vadodara), and SLW Plant (Kolkata) & KMVC Plant (Kolkata), and non-environmental data of 4 manufacturing plants, 1 group level plant and 18 regional offices.

Plant	Address
MVI	Milestone 87, Vadodara, Halol Highway, Village Kotambi, Post office Jarod, Vadodara - 391510, Gujarat, India.
TBI	Milestone 87, Vadodara, Halol Highway, Village Kotambi, Post office Jarod, Vadodara - 391510, Gujarat, India.
SLW	Plot No. 3, Block BN, Sector - V, Bidhan Nagar (Salt Lake City), Kolkata, IND 700091, India
KMVC	Dag Nos. 22, 23, 25 To 34, 38 & 394, Mouza Belu Milki, JL No. 11, PS. Sreerampore, Dist. Hooghly, Dankuni, Kolkata, IND 712223, India

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Identified Sustainability Information and Criteria

Identified Sustainability Information (ISI) and Criteria are detailed in the table below:

Identified Sustainability Information subject to assurance	Period subject to assurance	Level of assurance	Reporting criteria used by the Company to prepare Identified Sustainability Information
BRSR Core (refer Annexure I)	From April 1, 2025, to March 31, 2026	Reasonable	i. Regulation 34(2)(f) of the Securities and Exchange Board of India (the "SEBI") (Listing Obligations and Disclosure Requirements) Regulations, 2015 as amended. ii. Business Responsibility and Sustainability Reporting Requirements for listed entities per Master Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026, dated January 30, 2026 ('the Master Circular'), issued in supersession of the earlier Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024, read with the Industry Standards on Reporting of BRSR Core issued vide SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated December 20, 2024. iii. Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard. iv. ISO 14064-1:2018 - Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals.
BRSR Disclosures other than core (only quantitative) (refer Annexure II)	From April 1, 2025, to March 31, 2026	Limited	

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Basis of our conclusion

As part of the assurance process, a multidisciplinary team of assurance specialists conducted assurance procedures across selected plants of SEIL. Assessment was conducted by means of both verification modes - virtual and in-person at MVI Plant (Vadodara) & TBI Plant (Vadodara), and SLW Plant (Kolkata) & KMVC Plant (Kolkata).
The following activities were undertaken:

BRSR Core – Reasonable level of assurance	BRSR Disclosures other than core – Limited level of assurance
Reviewed the disclosures under the BRSR Core framework, which comprises a set of Key Performance Indicators (KPIs) across nine ESG attributes. These disclosures were evaluated in accordance with the Industry Standard on Reporting of BRSR Core, applying a reasonable level of assurance.	Reviewed the disclosures in line with BRSR reporting guidelines, covering general disclosures, management processes, principle-wise performance (including essential and leadership indicators), and other key metrics specified within the framework. These disclosures were assessed using a limited level of assurance.
Assessed the design and implementation of key systems, processes, and controls established for the collection, management, and reporting of BRSR Core indicators, including an evaluation of operational controls and reporting boundaries.	Gained an understanding of the key systems, processes, and controls established for the collection, management, and reporting of Disclosures other than BRSR Core, and performed sample-based testing to assess adherence to the reporting principles.
Obtained comprehensive evidence across all relevant areas to enable a thorough review of the BRSR Core indicators and engaged directly with stakeholders to gather insights and supporting evidence for each disclosed indicator.	Collected and assessed documentary evidence and management representations to support compliance with the reporting principles. A risk-based approach was applied, focusing assurance efforts on areas of high material significance to the Company's operations and its key stakeholders.
The audit team conducted an on-site audit to perform data testing, assess consistency in reporting processes, and carry out quality checks at selected sites.	The audit team conducted on-site audit at selected sites, carrying out sample-based assessments of site-specific data disclosures.

Management's Responsibility

SEIL has the sole responsibility for the preparation of the BRSR and is responsible for all information disclosed in the BRSR Core and BRSR Disclosures other than core. The Company is responsible for maintaining processes and procedures for collecting, analysing, and reporting the information and also, ensuring the quality and consistency of the information presented in the BRSR. SEIL is also responsible for ensuring the maintenance and integrity of its website and any referenced BRSR disclosures on their website. The Management and the Board of Directors of the Company are also responsible for overseeing the Company's compliance with the requirements of LODR Regulations and the SEBI Circular in relation to the BRSR.

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Inherent limitations

The assurance engagements are conducted on the assumption that the data and information provided by the Company for our review have been supplied in good faith and are accurate, complete, adequate, authentic, and free from any material misstatements.

1) The assurance engagement considers an uncertainty of ±5% based on materiality threshold for estimation/measurement errors and omissions.
2) Forvis Mazars has not participated in the evaluation or assessment of the Company's financial data or performance. Its opinion on specific BRSR Core Attribute 8 ("Number of days of accounts payable"), Attribute 9 ("Open-ness of business"), and all BRSR indicators expressed in currency or INR is based on the audit performed by the Company's statutory auditors. Accordingly, Forvis Mazars assumes no responsibility for the financial data presented in the Company's audited financial statements.
3) Data relating to operations outside the defined assurance boundary is excluded from the assurance, unless explicitly mentioned otherwise in this statement.
4) This assurance does not cover statements made by the Company that reflect opinions, claims, beliefs, aspirations, expectations, objectives, or forward-looking intentions. Furthermore, any assertions concerning Intellectual Property Rights or other competitively sensitive matters are outside the scope of this engagement.
5) The assessment does not extend to evaluating the Company's strategy or any related linkages presented in BRSR, as these elements fall beyond the assurance scope.
6) Additionally, this engagement does not include mapping BRSR against reporting frameworks other than those specifically referenced. Any evaluation or comparison with other frameworks is excluded from the scope.
7) Content within the BRSR that lies outside the defined scope and boundary has not been subjected to assurance, as the review is confined to the specified parameters.
8) Finally, this assurance engagement does not include an assessment of legal compliance. Ensuring adherence to applicable laws and regulations remains the responsibility of the Company.

Our Independence and Quality Control

1) We have maintained our independence and confirm that we have met the requirements of the Code of Ethics issued by the Institute of Chartered Accountants of India and the SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023, and its clarifications thereto and have the required competencies and experience to conduct this assurance engagement.

2) Our firm applies International Standard on Quality Management ('ISQM') 1, "Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements" and accordingly maintains a comprehensive system of quality management, including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Our Responsibility

In performing this assurance work, Forvis Mazars' responsibility is to the Management of the Company; however, this statement represents our independent opinion and is intended to inform the outcome of the assurance to the stakeholders of the Company. Forvis Mazars disclaims any liability or co-responsibility for any decision a person or entity would make based on this assurance statement.

We conducted our engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised), "Assurance Engagements Other Than Audits or Reviews of Historical Financial Information", issued by the International Auditing and Assurance Standards Board (IAASB). Those standards require that we plan and

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perform our engagement to obtain reasonable or limited assurance, as applicable, about whether, in all material respects, the Subject Matter is presented in accordance with the Criteria and to issue a report

Exclusions

Our assurance scope excludes the following and therefore we do not express an opinion on the same:

- Operations of the Company other than the Identified Sustainability Information.
- Data and information outside the defined reporting period i.e., April 1, 2025 to March 31, 2026.
- The statements that describe expression of opinion, belief, aspiration, expectation, aim, or future intentions provided by the Company.

Restriction on use

Our Reasonable and Limited Assurance report has been prepared and addressed to the Board of Directors of "Schneider Electric Infrastructure Limited" at the request of the Company solely, to assist the Company in reporting on its sustainability performance and activities. Accordingly, we accept no liability to anyone other than the Company.

Our Reasonable and Limited Assurance Report should not be used for any other purpose or by any person other than the addressees of our report. We neither accept nor assume any duty of care or liability for any other purpose or to any other party to whom our report is shown or into whose hands it may come without our prior consent in writing.

For **FORVIS MAZARS LLP**

Firm Registration No.: AAI-2887



Suddhwasattwa Mukherjee
Partner

Gurugram, India
31 July 2026

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Annexure I

BRSR Core - Reasonable Level of Assurance			
S. No.	**Attribute**	**Principles and Indicator reference**	**Parameter**
1.	Green-house gas (GHG) footprint	Principle 6, E-7	1. Total Scope 1 and Scope 2 emissions 2. GHG Emission Intensity (Scope 1+2) per rupee of turnover adjusted for Purchasing Power Parity (PPP)
2.	Energy footprint	Principle 6, E-1	1. Total energy consumed 2. Percentage of energy consumed from renewable sources 3. Energy Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)
3.	Water footprint	Principle 6, E-3 Principle 6, E-4	1. Total water consumption 2. Water consumption intensity 3. Water Discharge by destination and levels of Treatment
4.	Embracing circularity- details related to waste management by the entity	Principle 6, E-9	1. Total waste generated 2. Waste Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)
5.	Enhancing Employee Wellbeing and Safety	Principle 3 – E1 (c) Principle 3 – E11	1. Spending on measures towards the well-being of employees and workers 2. Details of safety related incidents for employees and workers
6.	Enabling Gender Diversity in Business	Principle 5 - E3 (b) Principle 5 – E7	1. Gross wages paid to females as percentage of wages paid 2. Complaints on POSH
7.	Enabling Inclusive Development	Principle 8 – E4 Principle 8 – E5	1. Input material sourced from following sources as percentage of total purchases – Directly sourced from MSMEs/ small producers and from within India 2. Job creation in smaller towns
8.	Fairness in Engaging with Customers and Suppliers	Principle 9 – E7 Principle 1 – E8	1. Instances involving loss/ breach of data of customers as percentage of total data breaches or cyber security events 2. Number of days of accounts payable
9.	Open-ness of business	Principle 1 – E9	1. Concentration of purchases & sales done with trading houses, dealers, and related parties 2. Loans and advances & investments with related parties

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Annexure II

BRSR Disclosures other than core - Limited Level of assurance

- Section A: General Disclosures- 16, 17, 18, 19-a, 19-b, 20-a, 20-b, 21, 22, 24, 25
- Section C: Principle Wise Performance Disclosure -
  - Principle 1: Essential Indicators 1, 2, 5, 6; Leadership Indicator 1
  - Principle 2: Essential Indicator 2-b
  - Principle 3: Essential Indicator 1-a, 1-b, 2, 5, 7, 8, 9, 13, 14; Leadership Indicator 3, 5
  - Principle 5: Essential Indicator 1, 2, 3-a, 6, 10; Leadership Indicator 4
  - Principle 6: Essential Indicator 6; Leadership Indicator 7
  - Principle 8: Leadership Indicator 6
  - Principle 9: Essential Indicator 3