

Annexure - I

# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT



# INDEX

<b>SECTION A: GENERAL DISCLOSURES</b>	246
<b>SECTION B: MANAGEMENT AND PROCESS DISCLOSURES</b>	260
<b>SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE</b>	263
PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent, and accountable	263
PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe	269
PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains	274
PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders	286
PRINCIPLE 5: Businesses should respect and promote human rights	295
PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment	301
PRINCIPLE 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent	311
PRINCIPLE 8: Businesses should promote inclusive growth and equitable development.	313
PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner	316
<b>DISCLOSURES ON BRSR CORE INDICATORS FOR VALUE CHAIN PARTNERS</b>	320
<b>INDEPENDENT ASSURANCE REPORT</b>	324

## SECTION A: GENERAL DISCLOSURES

### I DETAILS OF THE LISTED ENTITY

S.no.	Particulars	Details
1.	Corporate Identity Number (CIN) of the listed entity	L74899DL1992PLC050333
2.	Name of the listed entity	Uno Minda Limited
3.	Year of incorporation	16 September 1992
4.	Registered office address	B-64/1, Wazirpur Industrial Area, Delhi-110052
5.	Corporate address	Village Nawada Fatehpur, P.O. Sikanderpur Badda, Manesar, District. Gurugram-122004, Haryana
6.	Email	csmil@unominda.com
7.	Telephone	0124-2290427/28, +91 9810238396
8.	Website	www.unominda.com
9.	Financial year for which reporting is being done	01 April 2025, to 31 March 2026
10.	Name of the Stock Exchange(s) where shares are listed	<ul style="list-style-type: none"> <li>National Stock Exchange of India Limited (NSE)</li> <li>BSE Limited</li> </ul>
11.	Paid-up capital	₹ 1,15,48,43,632
12.	Name and contact details (telephone, Email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Mr. Tarun Kumar Srivastava Designation: Company Secretary & Compliance Officer Tel: 0124-2290427/28, +91 9810238396 Email Id: csmil@unominda.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosures under this report are standalone and pertain only to the Company's Indian operations.
14.	Name of assurance provider	BDO India Services Private Limited
15.	Type of assurance obtained	Reasonable Assurance for BRSR Core Indicators

## II PRODUCTS/SERVICES

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

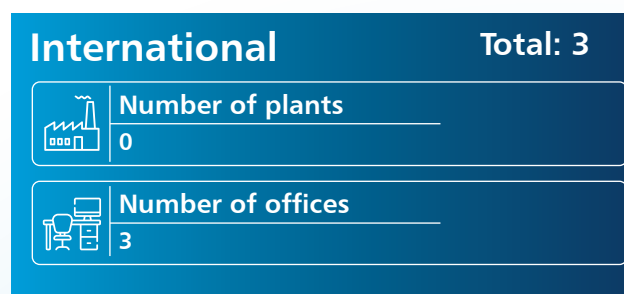
Description of Main Activity	Description of Business Activity	Percentage of Turnover of the entity
Manufacturing of auto components	1. Auto Component-Lighting	91.58%
	2. Auto Component-Switches	
	3. Auto Component-Casting	
	4. Auto Component-Seating	
	5. Auto Component-Alloy Wheel	
	6. Auto Component-Acoustic	
	7. Auto Component-Sensor	
	8. Auto Component-Controller	

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

Product/Service	NIC Code	Percentage of total Turnover contributed
Switch	29304	25.8%
Lighting	27400	24.9%
Seating	29303	9.5%
Alloy wheel	29303	21.4%
Casting	29301	4.6%
Sensor	29304	4.5%
Controller	29304	3.5%
Acoustic	29304	2.8%
Others	NA	3.0%

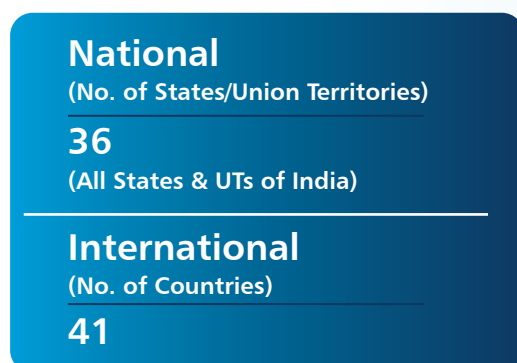
## III OPERATIONS

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



### 19. Markets served by the entity:

#### a. Number of locations



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

4%

**c. A brief on types of customers**

The Company serves a diverse customer base across domestic and international markets, reflecting the breadth of its product portfolio and strong presence in the automotive component ecosystem. Our customer segments broadly include automotive original equipment manufacturers (OEMs), distributors and wholesalers, and export customers.

- **Automotive OEMs:** Uno Minda primarily caters to leading automotive OEMs across various vehicle segments. These OEM customers integrate the Company's products and solutions into vehicle manufacturing, which are subsequently supplied to end users through their extensive dealer networks. Through long-standing relationships with major OEMs, the Company supports the automotive value chain with technologically advanced and reliable products.
- **Distributors and Wholesalers:** The Company has established a strong distribution network comprising

distributors and wholesalers across India. This network enables wider market penetration and ensures efficient product availability across multiple regions, supporting the requirements of the automotive aftermarket and replacement markets.

- **Export and International Customers:** Uno Minda has a growing international footprint and serves customers across multiple global markets. The Company undertakes exports through multiple channels, including direct exports from its facilities, exports through Indian merchant exporters, as well as export transactions structured under 'Bill-to-Ship-to' arrangements. These channels allow the Company to cater to diverse international customers while strengthening its presence in global automotive supply chains.

The Company values its relationships with customers across all segments and remains committed to delivering high-quality products, innovative solutions and reliable service. This continued focus helps foster long-term partnerships while supporting the evolving needs of the automotive industry.

## IV. EMPLOYEES

### 20 Details as at the end of Financial Year:

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

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>Employees</b>						
1	Permanent (D)	4,366	3,971	91%	395	9%
2	Other than permanent (E)	0	0	0%	0	0%
3	Total employees (D + E)	4,366	3,971	91%	395	9%
<b>Workers</b>						
4	Permanent (F)	10,242	8,869	87%	1,373	13%
5	Other than permanent (G)	8,642	5,960	69%	2,682	31%
6	Total workers (F + G)	18,884	14,829	79%	4,055	21%



### b. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>Differently abled Employees</b>						
1	Permanent (D)	3	3	100%	0	0%
2	Other than permanent (E)	0	0	0%	0	0%
3	Total employees (D + E)	3	3	100%	0	0%
<b>Differently abled Workers</b>						
4	Permanent (F)	6	6	100%	0	0%
5	Other than permanent (G)	33	29	88%	4	12%
6	Total workers (F + G)	39	35	90%	4	10%

### 21. Participation/ Inclusion/ Representation of women:

Board of Directors		
Total (A)	No. and percentage of Females	
	No. (B)	% (B / A)
11	4	36%

Key Management Personnel		
Total (A)	No. and percentage of Females	
	No. (B)	% (B / A)
5*	0	0

\*3 KMPs are the part of Board of Directors

### 22. Turnover rate for permanent employees and workers:

	FY 2025–26 (Turnover rate of current financial year)			FY 2024–25 (Turnover rate of previous financial year)			FY 2023–24 (Turnover rate of in the year prior to previous financial year)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent employees	12%	13%	12.2%	12.5%	11.6%	12.4%	15.2%	15.4%	15.3%
Permanent workers	11.5%	13.3%	11.7%	10.0%	11.9%	9.9%	2.9%	11.5%	3.8%

**V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)**
**23. (a) Names of holding/subsidiary/associate companies/joint ventures**

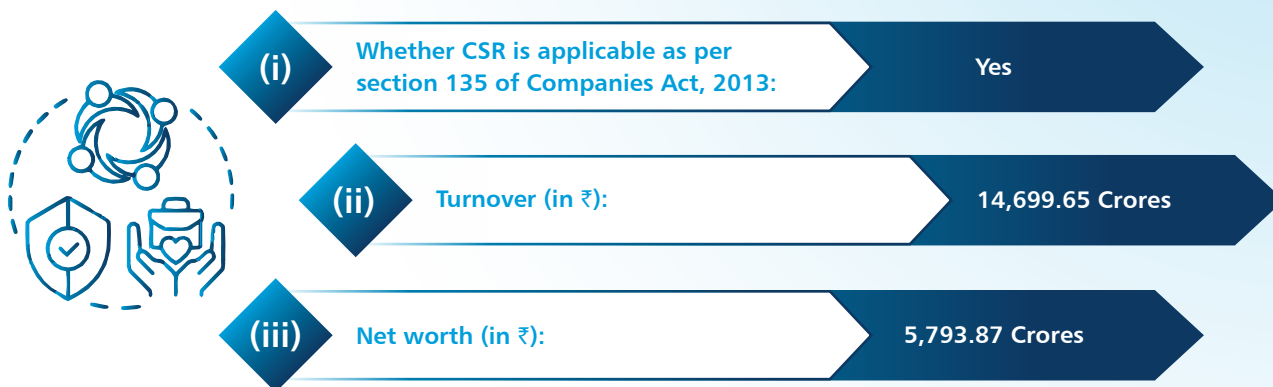
S. no.	Name of the holding/subsidiary/ associate companies/joint ventures (A)	Indicate whether holding/subsidiary/ associate/joint venture	Percentage of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/ No*)
1.	Uno Minda Kyoraku Limited	Subsidiary	67.68	Yes
2.	Minda Storage Batteries Private Limited	Subsidiary	100	Yes
3.	Uno Minda Katolec Electronics Services Private Limited	Subsidiary	51	Yes
4.	Uno Mindarika Private Limited	Subsidiary	51	Yes
5.	MI Torica India Private Limited	Subsidiary	60	Yes
6.	MITIL Polymer Private Limited	Subsidiary	60	Yes
7.	Uno Minda EV Systems Private Limited	Subsidiary	100	Yes
8.	Uno Minda Auto Systems Private Limited	Subsidiary	100	Yes
9.	Uno Minda Mobility Solutions Private Limited (Formerly known as Uno Minda Buehler Motor Private Limited)	Subsidiary	100	Yes
10.	Uno Minda Tachi-S Seating Private Limited	Subsidiary	51	Yes
11.	Uno Minda Auto Technologies Private Limited	Subsidiary	100	Yes
12.	Uno Minda Auto Innovations Private Limited	Subsidiary	100	Yes
13.	Uno Minda D-Ten India Private Limited	Joint Venture	51	Yes
14.	YA Auto Industries (Partnership Firm)	Subsidiary	87.5	Yes
15.	Auto Components (Partnership Firm)	Subsidiary	95	Yes
16.	Samaira Engineering (Partnership Firm)	Subsidiary	87.5	Yes
17.	S.M. Auto Industries (Partnership Firm)	Subsidiary	87.5	Yes
18.	Yogendra Engineering (Partnership Firm)	Subsidiary	55.9	No
19.	PT Minda Asean Automotive	Subsidiary	100	Yes
20.	PT Minda Trading	Subsidiary	100	Yes
21.	SAM Global PTE LTD	Subsidiary	100	Yes
22.	Minda Industries Vietnam Company Limited	Subsidiary	100	Yes
23.	Minda Korea Co. Ltd	Subsidiary	100	Yes

S. no.	Name of the holding/subsidiary/ associate companies/joint ventures (A)	Indicate whether holding/subsidiary/ associate/joint venture	Percentage 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*)
24.	Uno Minda Auto Spare Parts and Trading LLC	Subsidiary	100	Yes
25.	Uno Minda Europe GmbH	Subsidiary	100	Yes
26.	Uno Minda Systems GmbH	Subsidiary	100	Yes
27.	Creat GmbH	Subsidiary	100	Yes
28.	CREAT Czech s.r.o.	Subsidiary	100	Yes
29.	GLOBAL Mazinkert S.L. Madrid	Subsidiary	100	Yes
30.	Light & System Technical Centre, S.L. Spain	Subsidiary	100	Yes
31.	Rinder Riducco, S.A.S. Columbia	Joint Venture	50	Yes
32.	Clarton Horn, S.A.U. Spain	Subsidiary	100	Yes
33.	Clarton Horn, Singaloustik, GmbH, Germany	Subsidiary	100	Yes
34.	Clarton Horn, Mexico S. De R.L. De. C.V. Mexico	Subsidiary	100	Yes
35.	Toyoda Gosei Uno Minda India Private Limited	Joint Venture	49.90	No
36.	Toyoda Gosei South India Private Limited	Joint Venture	47.41	No
37.	Roki Uno Minda Company Private Limited	Joint Venture	49	Yes
38.	Minda TTE Daps Private Limited (Under Liquidation)	Joint Venture	50	NA
39.	Denso Ten Uno Minda India Private Limited	Joint Venture	49	No
40.	Minda Westport Technologies Limited	Subsidiary	75.99	Yes
41.	Minda Onkyo India Private Limited	Subsidiary	80	Yes
42.	Tokai Rika Minda India Private Limited	Joint Venture	30	No
43.	Minda Nabtesco Automotive Private Limited	Associate	49	Yes
44.	CSE Dakshina Solar Private Limited	Associate	27.71	No
45.	Strongsun Renewables Private Limited	Associate	28.1	No

\*The response "Yes" indicates that the respective entities participate in the Business Responsibility initiatives of the Company. However, the BRSR disclosures and reporting are presently being made on a standalone basis.

VI. CSR DETAILS

24.



VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide weblink for grievance redress policy)	FY 2025–26 (Current financial year)			FY 2024–25 (Previous financial year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaint filed during the year	Number of complaints pending resolution at close of the year	Remarks
Shareholders	Yes <a href="https://www.unominda.com/contact-us">https://www.unominda.com/contact-us</a>	2	Nil	Nil	5	nil	NA
Investors (other than stakeholders)	Yes <a href="https://www.unominda.com/uploads/Investor/investor-desk/UML_Investors%20UML_Investors%20Grivance%20Redressal%20Policy.pdf">https://www.unominda.com/uploads/Investor/investor-desk/UML_Investors%20UML_Investors%20Grivance%20Redressal%20Policy.pdf</a>	2	Nil	Nil	5	Nil	NA
Employees	Yes <a href="https://www.unominda.com/contact-us">https://www.unominda.com/contact-us</a>	3	Nil	Nil	2	1	Pending complaint has been resolved
Workers	Yes <a href="https://www.unominda.com/contact-us">https://www.unominda.com/contact-us</a>	Nil	Nil	NA	Nil	Nil	NA

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide weblink for grievance redress policy)	FY 2025–26 (Current financial year)			FY 2024–25 (Previous financial year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaint filed during the year	Number of complaints pending resolution at close of the year	Remarks
Contract labourers	Yes <a href="https://www.unominda.com/contact-us">unominda.com/contact-us</a>	Nil	Nil	NA	Nil	Nil	NA
Communities	Yes <a href="https://www.unominda.com/contact-us">https://www.unominda.com/contact-us</a>	1	1	NA	Nil	Nil	NA
Consumers	Toll-free Consumer Complaints No. <a href="https://www.unominda.com/contact-us">https://www.unominda.com/contact-us</a>	7,652	0	NA	5,038	Nil	NA
Customers (Distributors, wholesalers, retailers, among others) Spares+ Accessories	CRM Portal: The portal primarily handles complaints regarding pricing, schemes, and Quantity discrepancies, whether short or excessive. Customers are required to submit complaints within 20 days from the date of the invoice, and resolutions are to be provided within 30 days from the receipt of the complaints. <a href="https://www.unominda.com/contact-us">https://www.unominda.com/contact-us</a>	5,870	481	The pending cases primarily Pertain to requests received towards the end of the financial year and are currently under processing in accordance with the Company's defined turnaround timelines.	4,848	335	Pending complaints have been resolved

**Notes:** The grievance redressal policy and vigil mechanism of the Company provides organised framework for dealing with concerns and grievances. The policy is available on our website and can be accessed via the following link- <https://www.unominda.com/uploads/investor/policies/Whistle%20Blower%20Policy.pdf>

### 1. Communities:

The Company engages with communities primarily through its Corporate Social Responsibility (CSR) initiatives implemented either directly or through implementing agencies, NGOs and development partners. Community members and beneficiaries are provided opportunities to share feedback, raise concerns and communicate grievances during project implementation through periodic interactions, stakeholder consultations and monitoring mechanisms. The Company maintains open channels of communication at project sites to ensure concerns are addressed in a transparent and timely manner. Additionally, need assessments, monitoring visits and impact assessments conducted as part of the CSR governance framework serve as key mechanisms for capturing community feedback and strengthening accountability.

**2. Investors and Shareholders:**

The Company established a strong investor grievance redressal mechanism. The Investor Relations and Secretarial teams manages the process in coordination with the Registrar and Share Transfer Agent (RTA) and the Stakeholders' Relationship Committee of the Board. Investor queries and complaints are addressed through structured processes in line with applicable regulatory requirements. Shareholders may contact the Company through the Investor Relations section of the its website or through designated contact channels. The Stakeholders' Relationship Committee periodically reviews the investor grievances. The Committee also reports these grievances to the relevant regulatory authorities, including the stock exchanges and the Securities and Exchange Board of India, as applicable.

**3. Employees and Workers:**

The Company provides multiple channels for employees and workers to raise concerns or grievances. The Whistle Blower/Vigil Mechanism Policy serves as an important platform enabling employees, directors and other stakeholders to report concerns related to unethical behaviour, fraud, or violations of the Company's Code of Conduct. The mechanism ensures confidentiality of the complainant's identity and safeguards against retaliation. In addition, the Human Resources function facilitates grievance resolution through internal communication channels, employee engagement forums, town halls, and other workplace interaction platforms that encourage open dialogue and timely resolution of concerns.

The Company's grievance redressal policy and vigil mechanism provide organised framework for addressing concerns and grievances. The policy is available on our website and can be accessed via the following link- <https://www.unominda.com/uploads/investor/policies/Whistle%20Blower%20Policy.pdf>

**4. Customers and Consumers:**

The Company maintains a structured customer grievance redressal framework to address product and service-related concerns. Customers and consumers may register complaints or service requests through multiple channels including the Company's customer care contact points, toll-free helpline numbers, web-based portals, and authorised service networks. For certain product segments, a dedicated CRM portal is deployed to manage complaints relating to pricing discrepancies, schemes, and quantity variations, with defined timelines for submission and resolution. The Company continues to strengthen its customer support infrastructure to ensure prompt response and effective resolution of customer concerns.

**5. Distributors, Dealers and Value Chain Partners:**

The Company maintains strong and collaborative relationships with its distributors, dealers, suppliers and other value chain partners across its business ecosystem. Grievances or operational concerns from such stakeholders may be raised through dedicated CRM platforms, authorised communication channels, or directly with the Company's sales, procurement and customer support teams. These mechanisms enable value chain partners to communicate concerns and facilitate timely resolution while strengthening trust and transparency in business relationships.

In addition to grievance redressal channels, the Company actively engages with its supplier ecosystem through structured interaction and capability-building initiatives. During the year, several engagement platforms were organised, including the Annual Supplier Conference, Electronics Supplier Meet and regional supplier meets to encourage dialogue, share strategic priorities and strengthen partnerships. The Company also facilitates continuous collaboration through the MindaConnect supplier portal, supplier training programmes, periodic monthly and quarterly review meetings with supplier clusters and Gemba visits at supplier partners to promote operational excellence and mutual learning. Furthermore, the Company conducts a Supplier Satisfaction Survey to gather feedback from suppliers and identify opportunities for improvement in processes and collaboration.

## 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:

S. no. identified	Material issue	Indicate whether Risk/ 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	Energy management and energy transition	O	<ol style="list-style-type: none"> <li>Reduction in operational costs and enhancement of sustainability.</li> <li>Capitalisation on emerging markets for renewable energy solutions.</li> <li>Alignment with global trends towards eco-consciousness and efficiency.</li> <li>Anticipate energy supply disruptions.</li> <li>Promoting carbon emissions reduction and upholding carbon offset commitments.</li> </ol>	Not Applicable	<p><b>Positive implication:</b></p> <p>Enhances resource efficiency and reduces costs. Utilising low-emission energy sources fosters innovation in products and services, while creating new market opportunities, and strengthens supply chain resilience.</p> <p>Transitioning to renewable energy such as solar and wind requires upfront capital investment. However, it results in long-term savings through reduced grid dependency and government incentives, including subsidies and tax benefits.</p>
2	GHG emissions management	R	<ol style="list-style-type: none"> <li>Improvement in resource efficiency.</li> <li>Increasing severity of extreme weather events such as cyclones and floods.</li> <li>Compliance with regulatory standards.</li> <li>Enhanced brand reputation.</li> <li>Access to sustainability-conscious consumers and investors.</li> </ol>	<ol style="list-style-type: none"> <li>Achieving national and global emission reduction goals.</li> <li>Investing in energy-efficient electrical equipment.</li> <li>Tracking internal targets for energy savings and emissions reductions.</li> <li>Updating regularly on government policies and regulations related to energy transitions.</li> <li>Developing risk management and resilience planning.</li> </ol>	<p><b>Negative implication:</b></p> <p>Leads to environmental impacts such as physical damage from floods, wildfires, or operational shutdowns. The cascading effects of climate change and extreme weather events can disrupt supply chains and hinder business continuity.</p> <p>The Company has already taken steps to reduce GHG emission and increased share of green energy while being compliant with all environment laws.</p>

S. no.	Material issue identified	Indicate whether Risk/ Opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Water management	R	<ol style="list-style-type: none"> <li>1. Potential regulatory constraints.</li> <li>2. Operational disruptions from water scarcity or contamination.</li> <li>3. Reputational damage in the face of environmental concerns.</li> <li>4. Changes in laws, regulations, or management practices can affect access to water resources, increase operational costs and complicate water use and management.</li> </ol>	<ol style="list-style-type: none"> <li>1. Installing water metres and implementing plant water balances.</li> <li>2. Setting water consumption reduction target in every FY for each plant concerning per ₹ Lakhs production value.</li> <li>3. Increasing recycling and reuse of waste water.</li> <li>4. Enhancing rainwater harvesting by increasing rainwater storage capacity.</li> </ol>	<p><b>Negative implications:</b></p> <p>Interruptions in water supply can disrupt manufacturing processes and affect utility operations.</p> <p>The Company has already implemented water management measures including rain water harvesting, water treatment, and other measures to minimise the impact.</p>
4	Waste management	O	<ol style="list-style-type: none"> <li>1. Enhancement in operational efficiency through resource optimisation.</li> <li>2. Minimisation of disposal costs.</li> <li>3. Maintaining compliance with environmental regulations.</li> <li>4. Enhances reputation as a corporate citizen.</li> </ol>	Not Applicable	<p><b>Positive implication:</b></p> <p>Reducing waste generation or increasing recycling contributes to economic benefits and helps lower greenhouse gas (GHG) emissions.</p>
5	Product Life Cycle assessment	O	<ol style="list-style-type: none"> <li>1. Identification of areas for efficiency improvements.</li> <li>2. Reduction in environmental impact across the supply chain.</li> <li>3. Meeting the demand for eco-friendly solutions through innovation.</li> <li>4. Enhances competitiveness and brand value.</li> </ol>	Not Applicable	<p><b>Positive Implication:</b></p> <p>An enhanced portfolio mix, optimised supply chain efficiency, and accelerated time-to-market for innovation.</p>

S. Material issue no. identified	Indicate whether Risk/ 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)
6 Human resources management and employee engagement	O	<ol style="list-style-type: none"> <li>Encourages development of a motivated and engaged workforce.</li> <li>Improves overall productivity and operational efficiency.</li> <li>Reduces employee attrition and associated hiring costs.</li> <li>Enhances the organisation's ability to attract and retain skilled talent.</li> </ol>	Not Applicable	<p><b>Positive Implication:</b></p> <p>Higher employee engagement leads to improved performance, increased satisfaction and reduced turnover costs, contributing positively to overall organisational effectiveness.</p>
7 Occupational Health and Safety (OHS)	R	<ol style="list-style-type: none"> <li>Potential workplace accidents and injuries.</li> <li>Regulatory non-compliance penalties.</li> <li>Increased insurance costs and reputational damage.</li> <li>Ensure employee well-being and overall business continuity.</li> <li>Downtime resulting from fatalities, injuries, or reduced employee morale can significantly impact operations and productivity.</li> <li>Decreased productivity stemming from hazardous working environments, resulting in efficiency losses.</li> </ol>	<ol style="list-style-type: none"> <li>Prioritising avoidance and mitigation strategies to foster safe working conditions.</li> <li>Limiting exposure to hazardous chemicals.</li> <li>Conducting regular inspections and internal audits to ensure health and safety standards are upheld during operations.</li> <li>Using automation and AI-driven safety monitoring systems to prevent accidents.</li> <li>Ensuring that PPE are strictly worn by workers during operations.</li> </ol>	<p><b>Negative implication:</b></p> <p>Poor workplace health and safety can compromise employee well-being. Work related illnesses or injuries not only affect an individual's quality of life and ability to work but can also impact a Company's productivity, financial performance, and reputation.</p> <p>The Company has taken all necessary steps to ensure safe working conditions and safe working practices.</p>

S. Material issue no. identified	Indicate whether Risk/ 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 Human rights (Diversity, equity and inclusion)	O	<ol style="list-style-type: none"> <li>1. Supports attraction and retention of a diverse and skilled workforce.</li> <li>2. Promotes an inclusive and positive workplace culture.</li> <li>3. Strengthens relationships with communities and stakeholders.</li> </ol>	Not Applicable	<p><b>Positive Implication:</b></p> <p>A diverse workforce enhances productivity, encourages innovation through varied perspectives, and provides access to a broader talent pool.</p>
9 Corporate Social Responsibility (CSR)	O	<ol style="list-style-type: none"> <li>1. Strengthens trust and engagement with stakeholders.</li> <li>2. Contributes to sustainable development of local communities.</li> <li>3. Enhances brand reputation and corporate image.</li> <li>4. Attracts socially conscious customers and investors.</li> </ol>	Not Applicable	<p><b>Positive Implication:</b></p> <p>Improves social return on investment and enhances brand value through meaningful community engagement and long-term stakeholder relationships.</p>
10 Responsible and sustainable supply chain	O	<ol style="list-style-type: none"> <li>1. Strengthens brand credibility while enabling cost efficiency.</li> <li>2. Supports long-term growth, resilience, and competitiveness.</li> </ol>	Not Applicable	<p><b>Positive Implication:</b></p> <p>The adoption of sustainable procurement practices enhances customer trust, expands market opportunities, and reduces environmental impact without significantly increasing costs.</p>

S. Material issue no. identified	Indicate whether Risk/ 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 Emerging technologies	O	<ol style="list-style-type: none"> <li>Enables the organisation to meet evolving customer expectations.</li> <li>Provides access to new markets and business opportunities.</li> <li>Drives sustainable growth and strengthens market leadership.</li> </ol>	Not Applicable	<p><b>Positive Implication:</b></p> <p>Early adoption of new technologies provides a competitive advantage, improves operational efficiency and contributes positively to long-term financial performance.</p>
12 Economic value creation	O	<ol style="list-style-type: none"> <li>Supports generation of profits and shareholder returns.</li> <li>Encourages investment in innovation and business expansion.</li> <li>Contributes to job creation and broader economic development.</li> </ol>	Not Applicable	<p><b>Positive Implication:</b></p> <p>Drives sustainable growth and ensures long-term value creation for all stakeholders, including investors, employees, and communities.</p>
13 Regulatory compliance	R	<ol style="list-style-type: none"> <li>Adherence to regulatory requirements is essential to maintain stakeholder trust and credibility.</li> <li>Ensures continued licence to operate in various markets.</li> </ol>	<ol style="list-style-type: none"> <li>Implementing automated systems to monitor and ensure timely compliance.</li> <li>Conducting periodic reviews at Senior Management, Audit Committee, and Board levels.</li> <li>Carrying out internal audits to assess compliance status and address gaps.</li> </ol>	<p><b>Positive Implication:</b></p> <p>Strong compliance practices reduce risk exposure and potential financial losses.</p>

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the ngrbc principles and core elements.

Disclosure Section	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
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	Yes	Yes	Yes
	<ul style="list-style-type: none"> <li>Anti-Bribery Policy as a part of Code of Conduct</li> <li>Code of Conduct</li> <li>Whistle Blower Policy</li> <li>Investor Grievance Redressal Policy</li> <li>Policy on Materiality of Related Party Transactions &amp; dealing with Related Party Transactions</li> <li>Code of Conduct to regulate, monitor and report trading by Designated Persons and their Immediate Relatives./ Code of Fair Practices &amp; Procedures for Fair Disclosure of Unpublished Price Sensitive Information</li> <li>Risk Management Policy</li> </ul>	<ul style="list-style-type: none"> <li>Code of Conduct</li> <li>Occupational Health, Safety &amp; Environment Policy (OHSE Policy)</li> </ul>	<ul style="list-style-type: none"> <li>Code of Conduct</li> <li>Whistle Blower Policy</li> <li>Human Rights Policy</li> <li>Occupational Health and Safety Policy</li> </ul>	<ul style="list-style-type: none"> <li>CSR Policy</li> <li>Whistle Blower Policy</li> <li>Code of Conduct</li> <li>Investor Grievance Redressal Policy</li> </ul>	<ul style="list-style-type: none"> <li>Human Rights Policy</li> <li>Equal Opportunity Policy</li> <li>Policy for Prevention of Sexual Harassment</li> <li>Code of Conduct</li> </ul>	<ul style="list-style-type: none"> <li>Occupational Health, Safety &amp; Environment Policy</li> <li>Code of Conduct</li> <li>Supplier Code of Conduct</li> </ul>	<ul style="list-style-type: none"> <li>Code of Conduct</li> <li>Equal Opportunity Policy</li> <li>Code of Conduct</li> <li>CSR Policy</li> </ul>	<ul style="list-style-type: none"> <li>Code of Conduct</li> <li>Privacy Policy</li> <li>Data Protection Policy</li> <li>Whistle-blower Policy</li> </ul>	
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	<b>Key policies were approved by the Board/Board Committees and adopted by the functional heads. All the remaining policies were also approved by the relevant functional heads.</b>								
c. Weblink of the policies, if available	The policies related to the above-mentioned Principle (P1–P9) are accessible via the following link: <a href="https://www.unominda.com/investor/policies">https://www.unominda.com/investor/policies</a>								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/ labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, ISO450001, ISO, BIS) adopted by your entity and mapped to each principle.	IATF 16949 International Standard for Automotive Quality Management Systems	ISO 1400 Standard for Environmental Management Systems (EMS) and ISO 45001 - International Standard for Occupational Health and Safety (OH&S) Management Systems	ISO 45001 International Standard for Occupational Health and Safety (OH&S) Management Systems	IATF 16949 International Standard for Automotive Quality Management Systems	-	ISO 14001 Standard for Environmental Management Systems (EMS)	-	-	IATF 16949 International Standard for Automotive Quality Management Systems  ISO 27701 Certification (Privacy Information Management System)

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

1. Increase the share of female employees in our workforce to 20% by 2030.
2. Meet 60% of our global electricity needs through renewable energy sources by 2030.
3. Achieve carbon neutral operations by 2040.

**6. Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same are not met.**

1. As of 31 March 2026, the share of female employees and workers (permanent and other than permanent) in our workforce increased to 19.13%
2. Across Uno Minda plants in India, renewable electricity accounted for 30% of the total electricity consumption as of 31 March 2026.

**GOVERNANCE, LEADERSHIP, AND OVERSIGHT**

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

Our commitment to responsible growth and long-term value creation shapes the way we operate. As we navigate an evolving global landscape shaped by climate challenges, technological advancements, and rising stakeholder expectations, we remain focused on embedding environmental, social and governance (ESG) principles into our operations and strategic decision-making.

Building on the progress made in previous years, we have further strengthened our sustainability framework to address key ESG challenges relevant to our industry. Reducing our environmental footprint remains a key priority, particularly as the automotive sector transitions towards cleaner mobility solutions. Our efforts are focused on lowering carbon emissions, improving energy efficiency, enhancing resource use and promoting responsible waste management across our

manufacturing facilities.

In line with our long-term sustainability roadmap, we continue to work towards achieving carbon neutral operations by 2040, while steadily increasing the share of renewable energy in our operations. We are also expanding initiatives in water stewardship and circular resource management, including waste reduction and recycling practices, to further embed environmental considerations across our operations.

We place equal importance on our responsibilities towards people and communities. Our focus remains on employee well-being, workplace safety, and fostering a diverse and inclusive work environment. Through initiatives in employee engagement, skill development, and diversity, we aim to create a workplace that supports individuals and encourages innovation. At the same time, we continue to support community development through CSR programmes addressing key social needs.

During the past year, we made steady progress across our ESG priorities. Investments in renewable energy and energy efficiency supported improvements in environmental performance. Meanwhile, our efforts to enhance workplace safety, employee engagement and diversity strengthened our social impact. From a governance perspective, we improved transparency, strengthened risk management practices, and upheld strong ethical standards across our operations and value chain.

Looking ahead, sustainability will remain central to Uno Minda's long-term strategy. We will continue to deepen ESG integration, strengthen stakeholder collaboration and pursue innovation that supports sustainable mobility and responsible manufacturing.

We appreciate the continued trust and support of our stakeholders and remain committed to building a resilient, responsible and sustainable future together.

**8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).**

Mr. Ravi Mehra

Designation: Managing Director

Telephone Number: 0124-2290427/28

Email ID: investor@unominda.com

**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.**

- ▶ The Steering Committee, comprising key management executives, reviews and oversees the implementation of the sustainability-related issues. To support this process, the Company has also constituted an Advisory Committee comprising the functional heads of EHS, HR, CSR, and finance departments to assist in tracking the implementation and the progress of the sustainability initiatives.
- ▶ The Committee conducts monthly meetings to review material issues, evolving sustainability trends, and regulations. The progress on the sustainability targets is also reviewed periodically with the advisory team, and further provides quarterly updates on sustainability initiatives to the Board.

**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	The performance against the above-mentioned policies is reviewed by the Board of Directors of the Company. Based on the review, necessary actions are taken from time to time to rectify the concerns, if any.									Performance indicators are reviewed quarterly and annually.								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company is compliant with all the applicable laws. The compliance review of the statutory requirements is carried out by the Directors of the Company. In case of any non-compliance, the concern is raised to the Board members for a quick resolution.									Compliance to the statutory requirements is reviewed quarterly and annually.								

**11. Has the entity carried out independent assessment evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.**

P1	P2	P3	P4	P5	P6	P6	P7	P8	P9
Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Uno Minda conducts periodic third-party assessments of its business units through TUV SUD to evaluate compliance with applicable statutory and regulatory requirements. Any corrective actions identified during these assessments are prioritised and addressed through the Deviation Management System.

In addition to compliance audits, we conduct annual assessments of our Environment, Health, and Safety (EHS) performance to drive continuous improvement across our operations. Our processes are aligned with internationally recognised standards, including ISO 14001 for Environmental Management Systems and ISO 45001 for Occupational Health and Safety. Most of our facilities in India are certified under these frameworks, reflecting our ongoing commitment to operational excellence and sustainability.

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

Not Applicable

# SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE



## PRINCIPLE

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

# 01

**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	8	<ul style="list-style-type: none"> <li>▶ During the year, the Directors undertook site visits to manufacturing facilities to strengthen their understanding of the Company’s operations, policies, processes, products, technologies, safe working practices and material handling procedures</li> <li>▶ During the Board meetings, the Directors were apprised of key regulatory developments and the consequent amendments introduced to the Company’s policies, processes and governance framework</li> </ul>	100%
Key Managerial Personnel	4	<ul style="list-style-type: none"> <li>▶ During the year, the Key Managerial Personnel (KMPs) participated in training programmes, including the ‘Uno Minda Way’ and values-based trainings, to enhance their understanding of the Company’s policies, processes, procedures and organisational values</li> </ul>	100%
Employees other than BoD and KMPs	3,349	<ul style="list-style-type: none"> <li>▶ ASCEND: A programme for individual contributors to develop them as emerging leaders focusing on operational leadership and strengthening business acumen</li> <li>▶ Transfor-M Programme for Middle managers: A development initiative for people managers designed to enhance managerial effectiveness and cross-functional collaboration</li> <li>▶ Mleap Programme for High performing Senior Managers: A leadership capability-building programme for function heads to develop them as future-ready leaders</li> <li>▶ UMang: A leadership development programme for senior leaders focusing on strategic thinking, decision-making and organisational leadership</li> <li>▶ DRIVE Programme for people managers (Level B5–B8)</li> <li>▶ Functional skill development programs</li> <li>▶ Need-based trainings/interventions</li> <li>▶ Trainings for newly hired campus trainees or DGEMs</li> <li>▶ Safety and quality training</li> <li>▶ System and process training</li> <li>▶ Technical and behavioural trainings</li> </ul>	100%

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
Workers	3,799	<ul style="list-style-type: none"> <li>▶ Functional skill trainings</li> <li>▶ Compliances</li> <li>▶ Ethical practices</li> <li>▶ Safety trainings</li> <li>▶ Quality systems</li> <li>▶ Technical skills trainings</li> <li>▶ Behavioural skills trainings</li> <li>▶ Culture building programmes</li> </ul>	100%

**Note:** The Company follows a structured and need-based learning framework to ensure that all employees and workers are covered under training and awareness initiatives. Training programmes are designed based on the role, hierarchy, functional requirements and future growth pathways of individuals, enabling targeted and relevant capability building across the organisation.

We have implemented a comprehensive suite of interventions for employees across all levels spanning leadership development, managerial effectiveness, technical, behavioural and functional skills. Additionally, for workers, focused programmes covering functional skills, safety, quality systems, compliance, ethical practices and culture-building were conducted to strengthen operational efficiency and workplace standards.

The Company also follows a stringent protocol to ensure that no worker is deployed on the production line without undergoing mandatory safety and quality training. Through this inclusive and role-specific approach, the Company fosters a culture of continuous learning, capability enhancement, and operational excellence across its workforce.

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

#### Monetary

NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (in INR)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty/fine Settlement Compounding fee	There was no instances of any material (monetary and non-monetary) fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings with regulators/law enforcement agencies/judicial institutions, in the financial year FY 2025–26 by the Company or its Directors/KMPs. All the relevant information required by Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 were filed with the respective authorities and is publicly available on the Company's website - <a href="https://www.unominda.com/investor/invites-and-announcements">https://www.unominda.com/investor/invites-and-announcements</a> .			

#### Non-monetary

NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (in INR)	Brief of the case	Has an appeal been preferred? (Yes/No)
NA				

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

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
	NA

**3. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a weblink to the policy.**

The Company believes in conducting the operations in a transparent manner and does not indulge in the acts of bribery and corruption. The aspects of anti-corruption and anti-bribery is covered in our Code of Conduct which is applicable to all the Directors, Independent Directors, Senior Management and Employees of the Company and Uno Minda Group, which includes subsidiaries and affiliate companies. The Code of Conduct clearly specifies that the none of the Company's employee shall resort to bribery or corruption in conducting the Company's business. Furthermore, it ensures that none of the Company's employee shall indulge in providing any undue advantages for the purpose of obtaining, retaining, directing, or securing any business advantage for the Company.

The Code of Conduct is available on the Company's website: [https://www.unominda.com/uploads/investor/policies/Code\\_of\\_Conduct.pdf](https://www.unominda.com/uploads/investor/policies/Code_of_Conduct.pdf)

Further, the Company has also formulated a supplier Code of Conduct to ensure that the suppliers does not indulge or engage in corruption, extortion, embezzlement, or bribery to obtain any unfair or improper advantage and/or induce anyone to do something improper or illegal. The supplier Code of Conduct also requires the partners to implement monitoring mechanism to ensure compliance with all the applicable anticorruption and anti- bribery laws. The said supplier Code of Conduct can be accessed on the Company's corporate website at: <https://www.unominda.com/uploads/investor/policies/Supplier%20Code%20of%20Conduct.pdf>

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

	FY 2025-26	FY 2024-25
Directors	Nil	Nil
Key Managerial Personnel	Nil	Nil
Employees other than BoD and KMPs	Nil	Nil
Workers	Nil	Nil

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

	FY 2025-26		FY 2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

**6. 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

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

	FY 2025-26	FY 2024-25
Number of days of accounts payables	65	64

**8. 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	FY 2025-26	FY 2024-25
Concentration of purchases	a. Purchases from trading houses as % of total purchases.	7.4%	6.64%
	b. Number of trading houses where purchases are made from	767	705
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	38.5%	38.2%
Concentration of sales	a. Sales to dealers/distributors as % of total sales	8.4%	9.82%
	b. Number of dealers/distributors to whom sales are made	1,654	2,019
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	10.94%	8.83%
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	14.2%	22.1%
	b. Sales (Sales to related parties/Total Sales)	1.5%	1.4%
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	Nil	Nil
	d. Investments (Investments in related parties/Total Investments made)	97.9%	96.2%



**Leadership Indicators:**

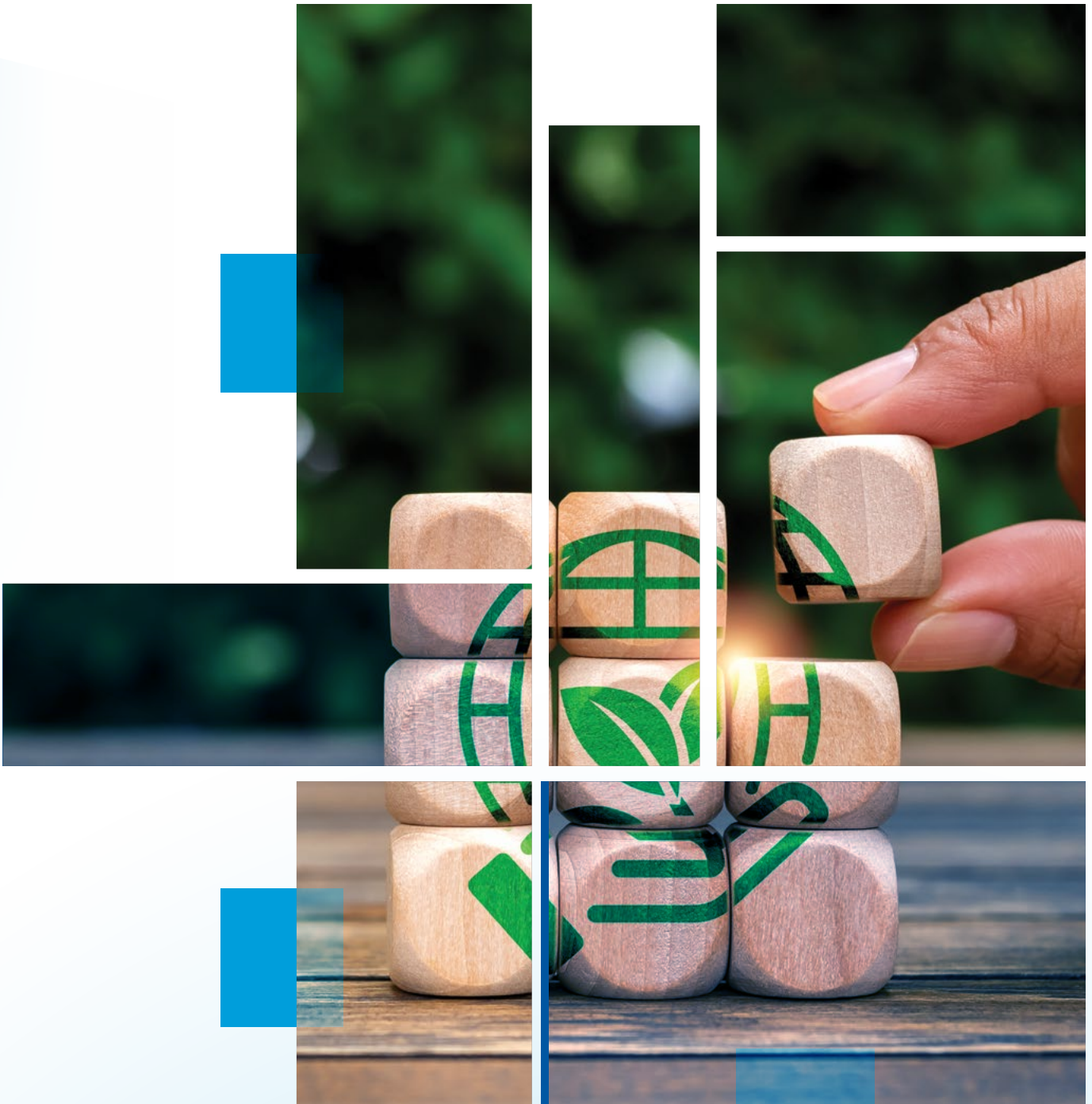
**1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:**

Total number of awareness programmes held	Topics/principles covered under the training	Percentage of value chain partners covered (by value of business done with such partners) under the awareness programmes
14	<ul style="list-style-type: none"> <li>▶ Child labour and young workers</li> <li>▶ Working hours</li> <li>▶ Modern slavery</li> <li>▶ Water quality and consumption</li> <li>▶ Air quality</li> <li>▶ Freedom of association and collective bargaining</li> <li>▶ Harassment and non-discrimination</li> <li>▶ Privacy and data protection</li> <li>▶ Fair competition and anti-trust</li> <li>▶ Conflicts of interest</li> <li>▶ ESG awareness</li> <li>▶ GHG emissions, energy efficiency and renewable energy</li> </ul>	57.93%

**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, Uno Minda established a comprehensive Code of Conduct that applies to all Directors, Independent Directors, Senior Management and employees across the Uno Minda Group, including its subsidiaries and affiliate companies and contracts, retainers, consultants. This Code is designed to ensure that all individuals in key roles act in the best interests of the Company and uphold the highest standards of integrity and ethical conduct.

A key principle of the Code is the avoidance of situations that could give rise to actual or potential conflicts of interest. Employees are required to disclose any such conflicts to the Managing Director. In cases of conflict of interest involving Directors, Independent Directors, or Senior Management, it must be transparently reported to the Board of Directors, to ensure full accountability and governance oversight.



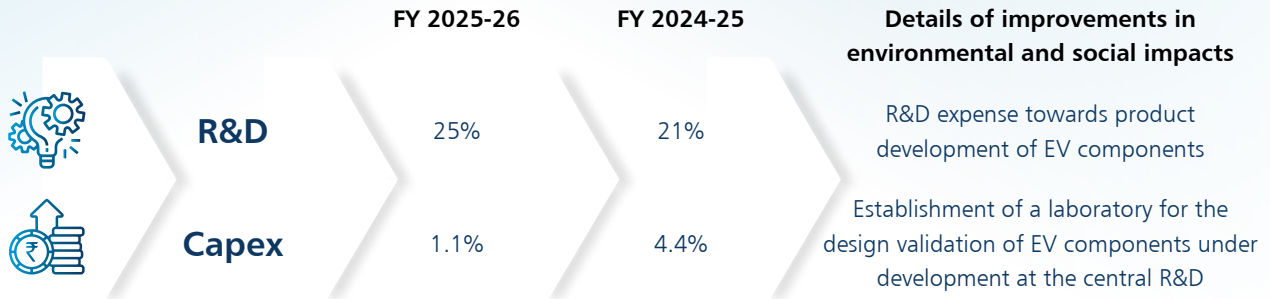
# PRINCIPLE

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

# 02

**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.



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

Yes, the Company has established structured procedures and governance mechanisms to support sustainable sourcing across its supply chain.

Uno Minda follows a defined supplier selection and procurement framework, supported by Standard Operating Procedures (SOPs) that incorporate quality, environmental and social considerations. As part of supplier onboarding, SOP0710 – New Supplier Selection and Audit is implemented, which includes site visits and system audits. These assessments evaluate suppliers on operational capability along with key social aspects such as prohibition of child labour, protection of women’s rights, compliance with minimum wages, and adherence to labour and human rights requirements. The process is carried out using structured checklists and aligned with recognised standards such as ISO and IATF 16949 along with relevant coating norms and documentation requirements.

For ongoing procurement, SOP0712 governs routine processes through systems such as Kanban, Purchase Requisition (PR), and Purchase Order (PO), ensuring transparency, traceability and efficiency while maintaining supplier evaluation standards.

Uno Minda also conducts annual evaluations of suppliers’ Quality Management Systems (QMS), covering operational processes and safety practices, including fire and workplace safety, based on defined checklists. These expectations are outlined in the Supplier Quality Assurance Manual (SQAM), supporting responsible procurement and continuous supplier improvement.

Through these processes, Uno Minda continues to build a responsible and reliable supply chain aligned with its sustainability and governance priorities. The Company is also strengthening its approach to sustainability assessments, through wider supplier audits, periodic reviews, and ongoing engagement initiatives.

**2(b) If yes, what percentage of inputs were sourced sustainably?**

100%

**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:**

**(a) Plastics (Including Packaging):** Not Applicable

**(b) E-Waste:** Not Applicable

**(c) Hazardous Waste:** Uno Minda has established processes for the safe reclamation of battery waste for reusing, recycling and disposing at the end of life, in compliance with applicable environmental, health, and safety regulations and waste management rules.

- The Company facilitates the collection and environmentally sound management of used batteries to promote responsible material recovery and safe disposal of hazardous waste.
- Key processes implemented include:
  - Collection and segregation of used batteries through designated collection mechanisms and authorized channels.
  - Safe handling and temporary storage of collected battery waste in accordance with applicable regulatory requirements.
  - Handover of end-of-life batteries only to authorized recyclers, co-processors, or Treatment, Storage and Disposal Facilities (TSDFs) for recycling, recovery, or environmentally sound disposal.
  - Use of licensed transporters and maintenance of manifests, recycler certificates, and disposal records to ensure traceability and compliance.
  - Periodic monitoring and compliance checks aligned with internal environmental management systems and applicable waste management regulations.
  - Where feasible, valuable materials are recovered through authorized recycling processes, while residual hazardous waste is disposed of through approved environmentally safe methods.

**(d) Other Waste (Non-Hazardous):** Not Applicable

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

Yes, Uno Minda is covered under Extended Producer Responsibility (EPR) as a Producer/Importer/Brand Owner for applicable categories such as plastic, e-waste and battery-related products and packaging.

The Company’s waste collection and management approach is aligned with EPR Action Plans submitted to the Central Pollution Control Board (CPCB) and relevant State Pollution Control Boards (SPCBs). EPR registrations are completed for several manufacturing units, while applications for the remaining facilities are under review.

Collection systems, including partnerships with authorised recyclers and waste management agencies, are further established by the Company to meet regulatory targets and ensure effective compliance.

**Leadership Indicators:**

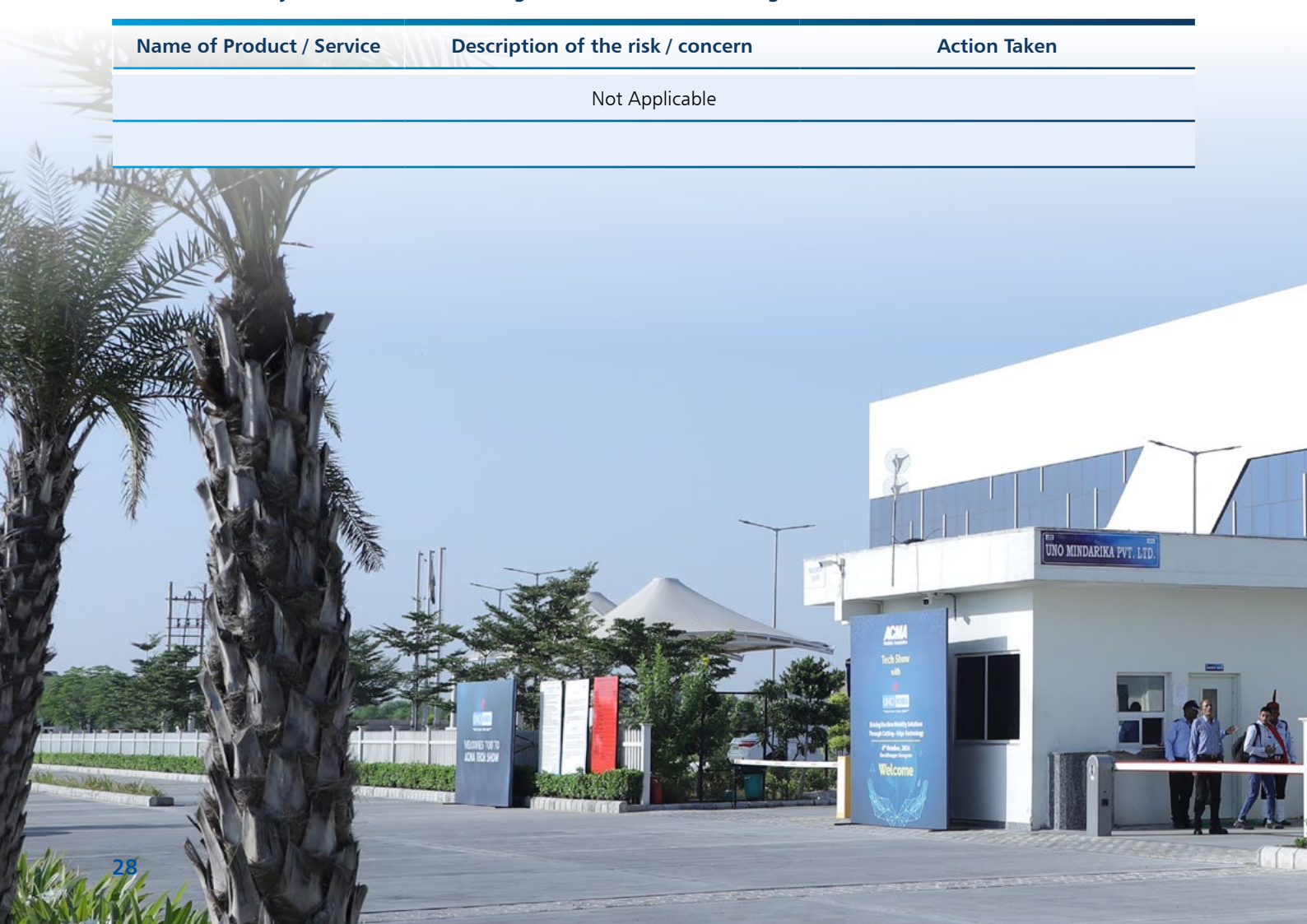
**1. Has the entity conducted Life Cycle Perspective/Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?**

Uno Minda has not conducted formal Life Cycle Assessments (LCA) for its products during the current reporting year. However, the Company established a structured roadmap to initiate these assessments as part of its broader sustainability and product stewardship strategy.

As part of this approach, the Company is identifying priority product categories and defining assessment boundaries such as cradle-to-gate, to ensure that future LCAs generate actionable insights for reducing environmental impacts and improving resource efficiency across the product life cycle.

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

Name of Product / Service	Description of the risk / concern	Action Taken
Not Applicable		



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

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26	FY 2024-25
Secondary pure lead and lead alloy small producers	58.00%	40.00%
Aluminium molten and ingot & Aluminium chips	20.29%	48.00%
Plastic (granules)	3.06%	2.59%
Copper/Brass	2.64%	1.50%

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

	FY 2025-26			FY 2024-25		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	0	0	0	0	0	0
E-waste	0	0	0	0	0	0
Hazardous waste	3,672	451	620	2,364	457.38	2,257.80
Other waste	0	0	0	0	0	0

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Lead Acid Batteries	90%





# PRINCIPLE

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

# 03

## Essential Indicators:

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

Category	Percentage of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees</b>											
Male	3,971	3,971	100%	3,971	100%	NA	NA	3,971	100%	NA	NA
Female	395	395	100%	395	100%	395	100%	NA	NA	NA	NA
<b>Total</b>	<b>4,366</b>	<b>4,366</b>	<b>100%</b>	<b>4,366</b>	<b>100%</b>	<b>395</b>	<b>100%</b>	<b>3,971</b>	<b>100%</b>	<b>NA</b>	<b>NA</b>
<b>Other than permanent employees</b>											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
<b>Total</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

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

Category	Percentage of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent workers</b>											
Male	8,869	4,113	46%	8,869	100%	NA	NA	8,869	100%	NA	NA
Female	1,373	511	37%	1,373	100%	1,373	100%	NA	NA	NA	NA
<b>Total</b>	<b>10,242</b>	<b>4,624</b>	<b>45%</b>	<b>10,242</b>	<b>100%</b>	<b>1,373</b>	<b>100%</b>	<b>8,869</b>	<b>100%</b>	<b>NA</b>	<b>NA</b>
<b>Other than permanent workers</b>											
Male	5,960	1,525	26%	5,960	100%	NA	NA	NA	NA	NA	NA
Female	2,682	797	30%	2,682	100%	NA	NA	NA	NA	NA	NA
<b>Total</b>	<b>8,642</b>	<b>2,322</b>	<b>27%</b>	<b>8,642</b>	<b>100%</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

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

Cost incurred on well-being measures as a % of total revenue of the Company



FY 2025–26  
(current financial year)

**0.1%**

FY 2024–25  
(previous financial year)

**0.1%**

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

	FY 2025–26 (current financial year)			FY 2024–25 (previous financial year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	0.00%	68%	Yes	0.05%	65%	Yes

**3. Accessibility of workplaces**

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

Yes, Uno Minda remains committed to foster an inclusive and accessible workplace and continues to align its infrastructure with the provisions of the Rights of Persons with Disabilities Act, 2016. The Company ensures that its offices and manufacturing facilities provide a safe and barrier-free environment for differently abled employees, workers, and visitors.

Across its facilities, the Company has incorporated accessibility features such as ramps for barrier-free entry, elevators, designated parking spaces and accessible pathways to facilitate ease of movement within the premises. Additionally, accessible restrooms equipped with grab bars, lower sinks, and appropriate fixtures are installed to cater to the specific needs of differently abled stakeholders.

The Company also periodically review its infrastructure and workplace design to identify opportunities for further improvement. As part of its broader diversity and inclusion initiatives, Uno Minda remains committed to strengthening inclusive workplace practices and enabling equitable participation and comfort for all employees and workers.

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

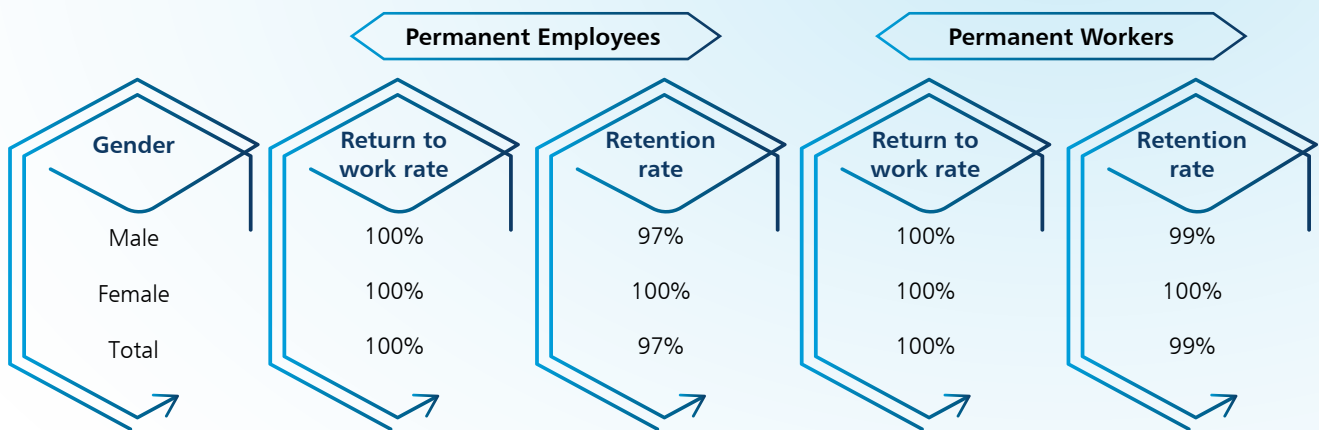
Yes, Uno Minda has adopted an Equal Opportunity Policy in accordance with the provisions of the Rights of Persons with Disabilities Act, 2016, reflecting the Company’s commitment to creating an inclusive and equitable workplace. The policy ensures fair and equal access for persons with disabilities to employment opportunities, career development, training, and workplace facilities.

The policy prohibits discrimination based on disability and promotes a work environment founded on dignity, respect, and equal participation. It also outlines the Company’s commitment to providing reasonable accommodations and accessible infrastructure to enable employees with disabilities to support employees with disabilities in performing their roles effectively and participating fully in the workplace.

In line with its broader human resource philosophy and Code of Conduct, the Company fosters diversity and inclusion across the organisation. The Equal Opportunity Policy forms an integral part of these efforts and reinforces the Company’s approach towards responsible employment practices and compliance with applicable regulatory requirements.

The Code of Conduct is available on the Company's website: [https://www.unominda.com/uploads/investor/policies/Code\\_of\\_Conduct.pdf](https://www.unominda.com/uploads/investor/policies/Code_of_Conduct.pdf)

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



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

Category	Yes/No (If yes, then give details of the mechanism in brief)
<b>Permanent workers</b>	<p>Yes. Regular engagement platforms such as Birthday Meetings, Unit Addresses and Group Leader/Line Leader Meetings are conducted at the plant or unit level on a weekly, monthly or quarterly basis, depending on the nature of the interaction. These forums provide workers with an open and transparent platform to raise concerns, share feedback and seek redressal.</p> <p>In addition, the Company has a centrally administered Whistle Blower Policy that serves as a formal grievance redressal mechanism, enabling individuals to report concerns confidentially and without fear of retaliation.</p>
<b>Other than permanent workers</b>	<p>Yes. Structured grievance redressal mechanism is also in place for non-permanent workers, including contract workers, NEEM trainees, and trade apprentices. Concerns and issues raised by non-permanent workers are typically communicated to their designated workplace representative, generally the Line Leader. These representatives serve as the first point of contact and facilitate communication between the workforce and management.</p> <p>The Line Leaders escalate these concerns through established platforms such as Unit Addresses and Group Leader/Line Leader Meetings, enabling a bottom-up communication channel that ensures timely attention and appropriate resolution by the management.</p>
<b>Permanent employees</b>	<p>Yes. Uno Minda has established a strong grievance redressal mechanism for permanent employees. An HR Help Desk is available at every plant location, serving as the primary point for addressing employee queries, concerns, and grievances in a timely and confidential manner.</p> <p>Additionally, regular Birthday Meetings provide an informal yet effective forum for one-on-one interactions between employees and senior leadership, enabling open discussions of personal and professional concerns.</p> <p>Employees also have access to MindaSparsh, the Company’s online grievance redressal portal, which facilitates the escalation of concerns through a digitised bottom-up communication channel.</p>
<b>Other than permanent employees</b>	Not Applicable

**7. Membership of employees and worker in association(s) or unions recognised by the listed entity:**

Category	FY 2025-26			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)
<b>Total permanent employees</b>						
Male	3,971	0	0.0%	3,668	0	0.0%
Female	395	0	0.0%	330	0	0.0%
<b>Total permanent workers</b>						
Male	8,869	880	9.9%	8,048	779	9.6%
Female	1,373	28	2%	1,399	28	2.0%

**8. Details of training given to employees and workers:**

Category	FY 2025-26					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)
<b>Employees</b>										
Male	3,971	3,971	100%	3,971	100%	3,668	3,668	100%	3,668	100%
Female	395	395	100%	395	100%	330	330	100%	330	100%
Total	4,366	4,366	100%	4,366	100%	3,998	3,998	100%	3,998	100%
<b>Workers</b>										
Male	8,869	8,869	100%	8,869	100%	15,887	11,747	73.94%	15,887	100%
Female	1,373	1,373	100%	1,373	100%	3,609	2,762	76.53%	3,609	100%
Total	10,242	10,242	100%	10,242	100%	19,496	14,509	74.42%	19,496	100%

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No.(B)	% (B/A)	Total (C)	No.(D)	% (D/C)
<b>Employees</b>						
Male	3,971	3,971	100%	3,668	3,668	100%
Female	395	395	100%	330	330	100%
<b>Total</b>	<b>4,366</b>	<b>4,366</b>	<b>100%</b>	<b>3,998</b>	<b>3,998</b>	<b>100%</b>
<b>Workers</b>						
Male	14,829	14,829	100%	15,887	15,887	100%
Female	4,055	4,055	100%	3,609	3,609	100%
<b>Total</b>	<b>18,884</b>	<b>18,884</b>	<b>100%</b>	<b>19,496</b>	<b>19,496</b>	<b>100%</b>

## 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. Uno Minda Limited has implemented a comprehensive Occupational Health and Safety (OHS) Management System across its operations. Occupational health and safety principles are integrated into daily activities of the Company through a robust Environment, Health and Safety (EHS) management framework, designed to ensure safe, healthy and sustainable working conditions for all employees, workers and stakeholders.

Most manufacturing facilities are certified under the internationally recognised ISO 45001 Occupational Health and Safety Management System, reflecting alignment with global best practices in workplace safety. The OHS framework is built on the Plan–Do–Check–Act (PDCA) methodology, enabling systematic risk management and continuous improvement in safety performance across operations.

At Uno Minda, workplace safety begins with proactive hazard identification and risk mitigation. The Company conducts regular surveillance of the work environment to monitor factors such as noise, heat and chemical exposure. Through Hazard Identification and Risk Assessment (HIRA) processes, potential risks are systematically evaluated and prioritised for control measures. In line with the hierarchy of controls, the Company emphasises engineering solutions, process automation, and system improvements to eliminate or minimise hazards before relying on administrative controls or personal protective equipment.

To further strengthen safety awareness and capability building, Uno Minda established DOJO learning centres and 'Pathshala' training programmes. These initiatives provide employees and workers hands-on training through simulated work environments and reinforce safe working practices. Regular mock drills and fire safety training programmes are also conducted across its facilities to ensure emergency preparedness.

Occupational health management is supported through periodic medical examinations and health surveillance programmes conducted in accordance with regulatory requirements. These measures enable early identification of potential work-related health concerns. Employees also benefit from digital health initiatives such as the Uno Minda FIT App and Tele-OPD services, which provide convenient access to health consultations and wellness resources.

The effectiveness of the Company's OHS system is monitored through periodic internal audits, safety

inspections and performance tracking using key metrics such as safe man-hours, accident frequency rates and near-miss reporting. In addition, EHS Committee meetings are conducted regularly with mandatory participation from workers, ensuring that shop-floor insights contribute to continuous safety improvements.

Through these integrated systems and practices, Uno Minda continues to foster a strong culture of safety and well-being while reinforcing its commitment to responsible and sustainable operations.

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

Uno Minda Limited follows a proactive and structured approach for identifying work-related hazards and assessing risks across its operations. The Company deployed a systematic Hazard Identification and Risk Assessment (HIRA) framework to evaluate risks associated with both routine and non-routine activities. The framework enables timely identification of potential hazards and helps prioritise high-risk areas for preventive action.

This process is further supported by continuous monitoring of workplace conditions through regular inspections and environmental surveillance to identify potential risks such as excessive noise, heat exposure, and chemical hazards. In parallel, periodic health surveillance programmes, including medical examinations conducted in line with regulatory requirements, support the early detection and management of work-related health concerns.

Uno Minda also follows the hierarchy of controls while implementing risk mitigation measures. The Company emphasises elimination of hazards and engineering controls, including process improvements and automation in high-risk operations, before relying on administrative measures or personal protective equipment (PPE).

In addition, periodic safety audits, structured risk assessments, and regular EHS committee meetings with worker participation support the continuous identification, evaluation and mitigation of workplace hazards. Together, these mechanisms strengthen the Company's commitment to maintaining a safe, healthy and resilient work environment across its facilities.

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

Yes. Uno Minda Limited has established structured mechanisms that enable employees and workers to report work-related hazards and remove themselves from unsafe situations without fear of reprisal. The Company actively promotes a strong safety culture,

encouraging workers to report unsafe conditions, near-misses and potential hazards through defined reporting channels and escalation mechanisms.

Workers and operators participate actively at every level of safety management. Departmental safety circles encourage employees to report near-misses, unsafe acts, and unsafe conditions immediately. Employees and workers can report hazards, unsafe conditions, and near-miss incidents through both digital and offline channels. Reporting mechanisms are designed to allow concerns to be raised without fear of retaliation. Workers also have the authority to stop work in situations involving immediate safety risks until corrective measures are implemented. Near-miss and EHS suggestion boxes are placed across manufacturing locations to encourage proactive reporting of hazards and unsafe situations. Workers demonstrating proactive participation in safety practices are recognized through reward and recognition programs. Shop-floor committees hold monthly meetings to verify that risk registers are updated whenever new machinery, processes, or materials are introduced.

In addition, monthly Environment, Health and Safety (EHS) Committee meetings are conducted with mandatory worker representation, providing a structured platform for employees to raise safety concerns, share feedback and participate in safety-related decision-making. The Company also conducts capacity-building initiatives through DOJO learning centres, training programmes, which equip workers with practical knowledge to recognise hazards, report risks, and adopt safe working practices.

Through these initiatives, Uno Minda reinforces a strong culture of proactive hazard reporting and shared responsibility for workplace safety across its operations.

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

Yes. Uno Minda Limited provides employees and workers with access to non-occupational medical and healthcare services as part of its commitment to fostering holistic employee well-being.

The Company recognises that in today’s dynamic and demanding work environment, employee well-being is a critical enabler of organisational resilience and sustainable performance. With this philosophy, Uno Minda continues to strengthen its wellness ecosystem by integrating healthcare, preventive wellness and lifestyle support for its workforce.

During the year, the Company further enhanced its employee wellness initiatives through the launch of ‘Uno Minda Fit-2.0’, developed in partnership with the MFine digital health platform. This initiative provides a comprehensive digital healthcare ecosystem that enables employees to access medical consultations, preventive health services and wellness resources conveniently through a single interface.

In addition to digital healthcare access through Tele-OPD services and the Uno Minda FIT platform, the Company promotes preventive healthcare through initiatives such as the ‘Uno Minda Energise’ programme, which includes health check-ups, wellness awareness sessions and employee engagement activities aimed at encouraging proactive health management.

Through these initiatives, Uno Minda continues to reinforce a workplace culture where well-being is embedded in everyday work practices, empowering employees to lead healthier lives while contributing to a resilient and high-performing organisation.

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

Safety Incident/Number	Category	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one Million-person hours worked)	Employees	0	0
	Workers	0.0317	0
Total recordable work-related injuries	Employees	0	0
	Workers	2*	2
No. of fatalities	Employees	0	0
	Workers	2	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

\* We considered “reportable lost time injury” as per IS 3786 & state Factory rules as “recordable work-related injuries”

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

Uno Minda Limited adopts a comprehensive and proactive approach to workplace health and safety, integrating robust systems, training frameworks and employee wellness initiatives to ensure a safe and healthy working environment across its operations. Key measures implemented by the Company include the following:

### 1. Systematic Hazard Identification and Risk Management

- ▶ The Company conducts structured Hazard Identification and Risk Assessment (HIRA) across all workstations to identify potential workplace risks and determine appropriate mitigation measures
- ▶ Additional safety evaluation tools include Job Safety Analysis (JSA), hazard surveys, workplace inspections, safety checklists and periodic safety audits
- ▶ Identified risks are addressed through preventive and corrective control measures, following the hierarchy of controls, with priority given to elimination and engineering controls

### 2. Safety Governance and Monitoring

- ▶ Dedicated Environment, Health and Safety (EHS) personnel are deployed across plant locations to monitor safety performance, ensure compliance with regulatory requirements, and maintain adherence to established safety protocols
- ▶ Both digital and offline reporting systems are available to employees and workers for prompt reporting of hazards, unsafe conditions and near-misses.
- ▶ Continuous monitoring through safety metrics, inspections and audits enables the Company to track safety performance and implement improvements

### 3. Structured Safety Training and Capability Building

- ▶ Safety training needs are identified through HIRA mapping, Skill Matrix gap analysis, and analysis of incident trends
- ▶ Training is delivered through the Company's flagship 'Pathshala' and DOJO learning centres, following a 70-20-10 learning model comprising experiential learning, activity-based training and classroom sessions
- ▶ Training modules cover generic safety topics such as fire safety, first aid, ergonomics and emergency evacuation, along with specialised hazard training including Lock-out Tag-out (LOTO), chemical handling, machine guarding and working at heights

### 4. Inclusive and Accessible Training Framework

- ▶ Safety training is conducted during paid working hours and is provided free of cost to all employees and contractual workers
- ▶ Safety induction programmes are mandatory for all new employees before they begin operational work
- ▶ Training materials, safety manuals and instructions are provided in Hindi and local regional languages to ensure full comprehension across the workforce

### 5. Continuous Safety Awareness and Engagement

- ▶ Workers participate in daily toolbox talks (TBT) at the start of each shift to discuss immediate safety risks and preventive measures
- ▶ Periodic refresher training is conducted annually or semi-annually depending on the risk level of the role
- ▶ Regular communication and engagement initiatives ensure that safety awareness flows from senior leadership to shop-floor workers, reinforcing a strong safety culture

### 6. Employee Health and Wellness Initiatives

- ▶ In addition to occupational health services, workers are provided access to non-occupational medical and healthcare support, which may include company clinics, referral systems, health consultations and wellness initiatives.
- ▶ Voluntary health promotion programmes are promoted to address broader health risks such as lifestyle-related illnesses, stress management and physical well-being
- ▶ Wellness initiatives may include health check-ups, fitness programmes, awareness campaigns, and initiatives promoting healthy lifestyles and balanced nutrition

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

	FY 2025-26			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
Working conditions	Nil	Nil	NA	Nil	Nil	NA
Health and safety	Nil	Nil	NA	Nil	Nil	NA

**14. Assessments for the year:**

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%

Note: Regular assessments of all plants and business units are conducted in accordance with the requirements of ISO 14001 and 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 and safety practices and working conditions.**

At Uno Minda Limited, safety-related incidents and emerging workplace risks are addressed through a structured corrective and preventive action framework embedded within the Company’s ISO 45001-certified Occupational Health and Safety Management System (OHSMS). Any safety incidents, near-misses, or risks identified during health and safety assessments are systematically reviewed and addressed through the following measures:

**1. Root Cause Analysis and Corrective Actions**

- ▶ All safety incidents, including near-misses and high-potential hazards, undergo detailed Root Cause Analysis (RCA) involving EHS professionals, operational teams, and worker representatives
- ▶ Corrective actions are identified and implemented based on the hierarchy of controls, prioritising elimination, engineering controls, process redesign or automation before administrative controls and PPE
- ▶ Learnings from incident investigations are documented and shared across plants to prevent recurrence

**2. Strengthening Engineering and Process Controls**

- ▶ Where significant risks are identified, engineering modifications, machine safeguarding, automation of hazardous operations, and improved process controls are implemented to eliminate or minimise exposure to risk
- ▶ Safety-related improvements and equipment upgrades are reviewed and approved by plant-level EHS Committees

**3. Governance through Joint Safety Committees**

- ▶ Plant-level Joint EHS Committees, comprising equal representation from management and workers, meet regularly to review safety performance, evaluate incident reports and monitor implementation of corrective actions
- ▶ The committees track action plans with defined ownership and timelines and are empowered to recommend operational changes or temporary stoppage of work if critical safety risks are identified

**4. Continuous Monitoring and Safety Audits**

- ▶ Periodic safety inspections, internal audits and workplace assessments are conducted to identify emerging risks in working conditions
- ▶ Workers actively participate in Gemba walks and hazard identification exercises, enabling practical insights into unsafe acts and unsafe conditions

## 5. Targeted Training and Awareness

- ▶ Incident trends and risk assessments are used to design targeted refresher training programmes through the Company's Pathshala and DOJO training centres
- ▶ Daily Toolbox Talks (TBT), periodic refresher training and safety awareness campaigns reinforce safe operating practices across the workforce

## 6. Worker Participation and Open Reporting Culture

- ▶ Workers are encouraged to report hazards, near-misses and safety concerns through multiple reporting channels, including safety committees, digital portals and suggestion mechanisms
- ▶ The Company maintains a non-retaliatory reporting culture supported by its Whistle Blower policy and ethics framework

## 7. Health Monitoring and Preventive Programmes

- ▶ Workplace health assessments and periodic medical surveillance help in early identification of occupational and non-occupational health risks
- ▶ Preventive health and wellness initiatives, including access to healthcare consultations and voluntary health promotion programmes, support overall worker well-being

## Leadership Indicators:

### 1. Does the entity extend any life insurance or any compensatory package in the event of death of:

- (a) Employees (Y/N): Yes
- (b) Workers (Y/N): Yes

Uno Minda extends life insurance and compensatory benefits in the unfortunate event of the death of both employees and workers. The Company provides coverage through the Employees' Deposit Linked Insurance (EDLI) Scheme and Group Personal Accident (GPA) Insurance, ensuring financial support to the families of the deceased.

In addition to these benefits, Uno Minda has also instituted a compassionate initiative under the Adarsh Nidhi Policy, wherein each associate voluntarily contributes a nominal sum of ₹ 50. The accumulated amount is provided to the family of the deceased associate as an immediate support measure.

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

Uno Minda emphasises statutory compliance across its value chain. To support this, the Company has implemented a comprehensive 19-Point on Management Audit Checklist, applied systematically during Quality Management System (QMS) audits at supplier locations. This checklist incorporates specific evaluation parameters to assess compliance with statutory requirements, including the proper deduction and timely deposition of applicable statutory dues by value chain partners. As part of the audit process, suppliers are required to demonstrate adherence to relevant legal and financial obligations.

Additionally, the Company has established a structured framework to evaluate key financial indicators such as Return on Capital Employed (ROCE), Debt-to-Equity (D/E) Ratio, and Annual Turnover. These metrics are integral to the supplier assessment process and help ensure the financial robustness and statutory compliance of business partners.

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

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employees	0	0	0	0
Workers	2*	0	0	0

\*Employment offered but not accepted by the family members.

**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. Uno Minda Limited provides structured capability-building and transition-oriented programmes that support continued employability and career progression of employees across different stages of their professional journey. These programmes also extend to employees approaching career transitions, such as retirement or role changes.

The Company focuses on continuous learning, reskilling and leadership development through a wide range of structured programmes aimed at strengthening both technical and behavioural competencies. Key programmes included:

**1. Leadership and Career Development Programmes**

- ▶ **UMANG:** A leadership development programme for senior leaders (Level B11 and above) focusing on strategic thinking, decision-making and organisational leadership
- ▶ **MLEAP:** A leadership capability-building programme for employees at Level B9 and above to develop future-ready leaders
- ▶ **Transfor-M:** A development initiative for middle management (Levels B7–B9) designed to enhance managerial effectiveness and cross-functional collaboration
- ▶ **ASCEND:** A programme for emerging leaders (Levels 5 and 6) focusing on operational leadership and strengthening business acumen

**2. Skill Development and Workforce Capability Enhancement**

- ▶ **Functional Skill Development Courses (FSDC):** Technical and functional training programmes

designed to strengthen role-specific capabilities

- ▶ **Plant-Based Training Programmes:** Behavioural and functional training conducted in line with the annual training calendar to enhance operational effectiveness
- ▶ **D-GEMs Programme:** A structured onboarding and development programme for campus recruits to support early integration and skill alignment
- ▶ **Specialised DOJO-based Training:** Experiential learning modules designed for specialised shop-floor processes and critical technical skills

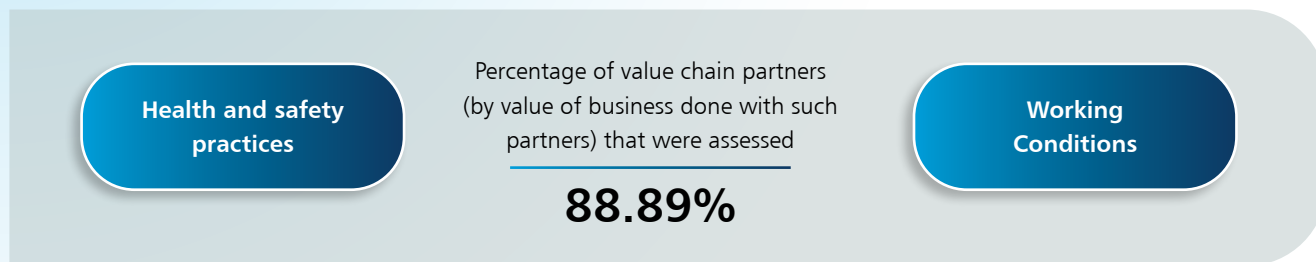
**3. Workforce Upskilling and Learning Ecosystem**

The Company maintains a comprehensive Learning Management System (LMS) supported by an e-learning library that facilitates continuous learning and development. Structured induction programmes, including DOJO-based training and on-the-job training, are conducted for new workforce members to ensure readiness and capability development. In addition, behavioural training sessions are organised to strengthen soft skills such as communication, teamwork, discipline and safety awareness.

Through initiatives such as the Talent Pool programme, high-potential employees and associates are identified and supported in transitioning into higher responsibilities and managerial roles.

Additionally, the Company values the experience and institutional knowledge of its workforce and may engage retired employees in advisory or consultative roles where appropriate, thereby enabling continued professional engagement.

## 5. Details on assessment of value chain partners:



### 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:

Uno Minda Limited maintains a structured framework to monitor and address health and safety risks within its value chain. The Company conducts periodic assessments of key suppliers and value chain partners to evaluate their compliance with safety and hygiene requirements as outlined in the Supplier Quality Assurance Manual (SQAM) and other applicable safety standards. Where significant risks or gaps are identified, corrective actions are recommended and their implementation is closely monitored. Key corrective actions and improvement initiatives undertaken include:

#### 1. Safety Audits and Risk Identification

- ▶ Periodic Fire and Human Safety audits are conducted at supplier locations using dedicated safety checklists
- ▶ Gaps related to infrastructure, equipment safeguards, and workplace safety practices were identified through these assessments

#### 2. Fire Safety Risk Mitigation:

Where deficiencies are observed in fire safety infrastructure, suppliers are guided to implement corrective measures such as installation or improvement of:

- ▶ Fire hydrants and hose reel systems
- ▶ Smoke detection systems
- ▶ Lightning arresters
- ▶ Fire protection mechanisms in LT panels such as fire balls
- ▶ Fire alarm systems

#### 3. Human Safety and Machine Safety Improvements:

Suppliers are advised and supported in strengthening operator safety through measures such as:

- ▶ Installation of double-switch operation buttons for machinery
- ▶ Implementation of cam guards and machine guards on moving parts
- ▶ Installation of door sensors and other interlocking safety mechanisms

#### 4. Capacity Building and Training:

Uno Minda EHS team provides periodic training and awareness programmes to supplier partners on safety, hygiene and workplace practices, including guidance on fire safety and occupational health standards.

Safety awareness is also reinforced through mock drills and DOJO-based training, focusing on the correct usage of Personal Protective Equipment (PPE) and safe operational practices.

#### 5. Monitoring and Closure of Identified Gaps:

When significant safety risks are identified during supplier assessments, the Company requires suppliers to implement corrective measures within defined timelines. Implementation is monitored through follow-up reviews and evidence-based verification, including documentation of 'before and after' conditions to ensure effective closure of safety gaps.



# PRINCIPLE

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

# 04

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

At Uno Minda Limited, key stakeholder groups are identified through a structured process. This involves evaluating the stakeholders based on their level of influence on the Company and the extent to which they are impacted by its operations, decisions, and long-term strategy. Stakeholders who significantly influence business performance or are materially affected by the Company's activities are considered critical to sustainable value creation.

The Company adopts a systematic stakeholder mapping approach, including periodic review of both internal and external stakeholders to align with evolving business priorities and societal expectations. The key stakeholder groups typically include employees, investors, customers, suppliers, joint venture partners, government and regulatory authorities, community members, and industry bodies.

In addition to business-driven stakeholder mapping, Uno Minda also identifies stakeholders through community engagement and social development initiatives. The Company undertakes interventions to engage with critical groups such as community members, local administration, government officials, Panchayati Raj Institution (PRI) representatives, employees and customers. These interactions help the Company understand stakeholder perspectives, expectations and social development priorities.

To support this process, the Company conducts need assessments, surveys, and data mapping exercises that incorporate inputs from diverse stakeholder groups. Methods such as focus group discussions, community consultations, and interviews are used to identify priority needs and concerns. Insights gathered from these engagements help inform the design of programmes and initiatives aligned with the Company's vision and sustainability objectives.

Uno Minda also actively builds social and relationship capital through its CSR initiatives, which are implemented in collaboration with local communities, government primary schools, non-governmental organisations (NGOs), and other development partners. The Company further organises community outreach programmes, awareness campaigns, and stakeholder engagement events to strengthen partnerships and promote inclusive development.

Internally, the Stakeholders' Relationship Committee of the Board oversees stakeholder-related matters, including grievance redressal, transparent communication, and responsiveness to stakeholder concerns. Through this integrated approach, Uno Minda ensures that stakeholder insights are systematically considered in its strategic planning, policy formulation, and operational decision-making, reinforcing its commitment to responsible and inclusive growth.

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 and marginalised group (Yes/No)	Channels of communication (Email, SMS, newspaper, pamphlets, advertisement, community meetings, notice board, website), other	Frequency of engagement (Annually/ half-yearly/ quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	<ul style="list-style-type: none"> <li>▶ Training</li> <li>▶ Conferences</li> <li>▶ Engagement surveys</li> <li>▶ Workshops</li> <li>▶ Employees involvement in organisation’s CSR activities</li> <li>▶ Town hall</li> <li>▶ Open houses</li> <li>▶ Digital bulletin board</li> <li>▶ Cabinless offices</li> <li>▶ Capturing voice through survey</li> </ul>	Continuous	<p>At Uno Minda, we engage with our workforce to capture their perspectives on strategic priorities, operational matters, and organisational initiatives, with the objective of strengthening overall effectiveness and fostering an inclusive work environment. The Company leverages multiple structured and interactive platforms to enable open, transparent and continuous dialogue across all levels.</p> <p>Town Hall Meetings led by the Managing Director are conducted through virtual platforms, ensuring participation from employees across locations and hierarchies. These sessions provide updates on the Company’s vision, strategic direction, performance and future roadmap. Employees are encouraged to share feedback, raise queries and offer suggestions directly to senior leadership through interactive features.</p> <p>Open House sessions organised at individual plant locations facilitate direct engagement between management and both blue-collar and white-collar employees. These forums provide a safe and transparent environment for employees to voice their concerns and suggestions. All issues raised are systematically recorded, assigned to relevant functions with defined timelines, and progress updates are communicated transparently through internal channels such as notice boards.</p> <p>In addition, the Company conducts structured feedback surveys, including Trainee Feedback Surveys, HR and PR Services Surveys and Employee Engagement Surveys. These tools enable the Company to gather actionable insights on employee experience, workplace practices, and service effectiveness, which are then integrated into decision-making processes to ensure that organisational strategies remain aligned with employee needs and expectations.</p>

Stakeholder group	Whether identified as vulnerable and marginalised group (Yes/No)	Channels of communication (Email, SMS, newspaper, pamphlets, advertisement, community meetings, notice board, website), other	Frequency of engagement (Annually/ half-yearly/ quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders and investors	No	<ul style="list-style-type: none"> <li>▶ Conferences</li> <li>▶ Annual report</li> <li>▶ Notices</li> <li>▶ Email,</li> <li>▶ Investor meetings</li> <li>▶ General meetings</li> <li>▶ Corporate announcement</li> <li>▶ Newspaper advertisements</li> <li>▶ Press release</li> <li>▶ Investor presentation</li> <li>▶ Quarterly and annual results</li> <li>▶ Corporate website: Disclosures under Regulation 46 &amp; 62 of SEBI (Listing Obligation and Disclosure Requirements) Regulations, 2015</li> </ul>	Quarterly and as per the requirements of Companies act, 2013 and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015	<p>These engagements are conducted on a quarterly basis and as required under applicable laws and regulations, ensuring continuous communication and transparency. Through these interactions, the Company seeks to understand investor expectations, address queries, and respond to concerns in a timely and effective manner.</p> <p>The key areas of engagement include financial performance, business strategy, governance practices, risk management and long-term value creation. The insights gathered from such interactions are considered in decision-making processes to enhance investor confidence and strengthen stakeholder relationships.</p> <p>The Company operates with a focus on a sustainable and resilient business model, aimed at delivering long-term value while aligning with the evolving expectations of its shareholders and the broader investment community.</p>
Customers	No	<ul style="list-style-type: none"> <li>▶ Conferences</li> <li>▶ Customer meets</li> <li>▶ Plant visits and surveys</li> </ul>	Continuous	The purpose of customer engagement is to improve products and services by collecting customer feedback on a regular basis to gain a deeper understanding of their preferences.
Dealers and distributors	No	<ul style="list-style-type: none"> <li>▶ Web Portal</li> <li>▶ Email</li> <li>▶ Face-to-face meetings</li> </ul>	Continuous	
Community	Yes	<ul style="list-style-type: none"> <li>▶ CSR activities</li> <li>▶ Meetings and briefings</li> <li>▶ Official communication channels, including Emails, advertisements, publications, websites, social media, and notice boards</li> </ul>	Continuous	<p>The Company actively engages with local communities surrounding its areas of operation to understand their needs and contribute meaningfully to their development. Engagement is undertaken through CSR activities, community meetings, briefings and ongoing communication via official channels such as Emails, publications, advertisements, websites, social media platforms, and notice boards, ensuring continuous and transparent interaction.</p> <p>As part of its structured approach, the Company conducts need assessment studies to identify key priorities and concerns of the communities. Based on these insights, CSR initiatives are designed and implemented in alignment with local requirements.</p>

Stakeholder group	Whether identified as vulnerable and marginalised group (Yes/No)	Channels of communication (Email, SMS, newspaper, pamphlets, advertisement, community meetings, notice board, website), other	Frequency of engagement (Annually/ half-yearly/ quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Suppliers (tier 2 supplier partners)	No	<ul style="list-style-type: none"> <li>▶ Supplier communication meeting</li> <li>▶ Supplier satisfaction survey</li> <li>▶ Annual supplier conference</li> <li>▶ Supplier training program</li> <li>▶ Review meeting with clusters</li> <li>▶ Supplier portal – mindaconnect.com</li> <li>▶ Gemba visits</li> </ul>	Continuous	<p>Key areas of engagement include education, healthcare, skill development, livelihood enhancement, environmental sustainability and community well-being. Feedback received during these interactions helps in refining programmes to ensure greater effectiveness and inclusivity.</p> <p>Through this continuous engagement, the Company aims to enhance the standard of living and promote the overall well-being of the communities, while fostering long-term, trust-based relationships.</p> <p>The Company maintains a structured and continuous engagement framework with its suppliers to align on performance expectations, strengthen capabilities, and build a resilient and sustainable supply chain. Engagement is carried out at both group and regional levels to communicate current performance, strategic priorities, and future expectations.</p> <p>Regular interactions are undertaken to review supplier growth and 3G performance expectations, while also aligning suppliers on broader business goals and evolving requirements, including technology adoption and localisation initiatives, particularly for electronics suppliers. The Company also reviews cluster performance under the Manufacturing Excellence Programme at a group level to drive continuous improvement.</p> <p>To enable seamless coordination and transparency, suppliers are onboarded on the supplier portal (Uno Minda Connect) for real-time communication related to daily scheduling, dispatch, and monitoring of QCDD performance, along with tracking of payments, outstanding balances, material movement and GRNs.</p>

Stakeholder group	Whether identified as vulnerable and marginalised group (Yes/No)	Channels of communication (Email, SMS, newspaper, pamphlets, advertisement, community meetings, notice board, website), other	Frequency of engagement (Annually/ half-yearly/ quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Technical Collaborators	No	<ul style="list-style-type: none"> <li>▶ Steering committee meetings</li> <li>▶ Interaction of senior leadership with technical collaborators and plant visits</li> </ul>	Continuous	<p>The Company places strong emphasis on supplier capability building through targeted training programmes covering human safety, machine safety, fire safety, 8D analysis, 19-point checks, and ESG aspects. In addition, regular Gemba visits are conducted to monitor and sustain safety, systems, and operational performance, while also addressing bottom-up concerns raised by suppliers.</p> <p>Supplier feedback is systematically captured through QCDDR surveys, enabling the Company to understand supplier perspectives and incorporate their inputs into decision-making processes. Further, supplier appreciation meetings and engagement initiatives are conducted to strengthen relationships and foster long-term collaboration.</p> <p>The Company engages closely with its technical collaborators to leverage their technological expertise in conjunction with its manufacturing capabilities, with the objective of delivering high-quality products and solutions aligned with global standards. These collaborations enable the Company to stay competitive through continuous innovation, technology upgradation, and process improvements.</p> <p>Engagement with technical collaborators is focused on sharing knowledge, co-developing products, enhancing design and engineering capabilities, and aligning on evolving technological requirements and market expectations. Regular interactions facilitate alignment on product development, quality standards, process optimisation, and adoption of advanced technologies.</p> <p>These interactions also help address challenges related to implementation, localisation and continuous improvement in manufacturing and product performance.</p> <p>Through this collaborative approach, the Company aims to strengthen its technological capabilities, enhance operational excellence, and deliver superior value to customers across markets.</p>

Stakeholder group	Whether identified as vulnerable and marginalised group (Yes/No)	Channels of communication (Email, SMS, newspaper, pamphlets, advertisement, community meetings, notice board, website), other	Frequency of engagement (Annually/ half-yearly/ quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Government and regulatory authorities	No	<ul style="list-style-type: none"> <li>▶ Official Communication Channels</li> <li>▶ Regulatory Audits/ Inspections</li> <li>▶ Environmental Compliance</li> <li>▶ Policy Intervention</li> <li>▶ Good Governance</li> <li>▶ Statutory Corporate Filings</li> <li>▶ Interactions with officials</li> </ul>	Continuous	Participation and visits of government officials to project sites help them understand the actual ground challenges and ensure timely support for the smooth functioning of process. Their frequent visits also strengthen our programmes at ground level and motivate the entire community and team through their presence.
Public Representatives	No	<ul style="list-style-type: none"> <li>▶ General meeting with PRI members</li> <li>▶ SMS</li> <li>▶ Newspaper</li> <li>▶ Pamphlets</li> <li>▶ Advertisement</li> <li>▶ Community Meetings</li> <li>▶ Notice Board</li> <li>▶ CSR reports</li> </ul>	Continuous	Public representatives actively engage in community projects, campaigns and events, inspiring both implementation teams and beneficiaries. Their involvement further builds a strong sense of ownership and accountability within the community.



## Leadership Indicators:

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

At Uno Minda Limited, stakeholder consultation on economic, environmental and social matters is facilitated through a structured engagement framework that ensures meaningful dialogue and effective communication between stakeholders, management and the Board.

Stakeholder interactions are primarily coordinated through Group Functional Committees and senior management, serving as a link between the Board and key stakeholder groups. Members of the Functional Committees, representing different business units and regions, work closely with the central CSR and sustainability teams to organise periodic field visits and engagement sessions across CSR and operational locations.

These engagements provide opportunities for direct interaction between stakeholders and the Company's leadership, including the Chairperson, Board members and senior management. During such interactions, community members and other stakeholders share their perspectives on the social, environmental, and economic impact of the Company's initiatives, highlight the benefits derived from ongoing programmes, and provide suggestions for improvement.

The feedback, insights and testimonials received through these consultations are systematically documented and communicated to the relevant Functional Committees and management teams for review. Subsequently, key observations and recommendations are placed before senior leadership and the Board through periodic updates and internal reporting mechanisms. This process ensures that stakeholder perspectives are effectively integrated into decision-making and that appropriate actions are taken in a timely manner.

Through this structured consultation mechanism, Uno Minda strengthens stakeholder participation, transparency and accountability. It enables the Board to remain informed on material ESG matters while ensuring that stakeholder feedback contributes meaningfully to the Company's long-term sustainability and social impact strategies.

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. Uno Minda Limited actively engages with its stakeholders to identify, prioritise, and manage environmental and social topics that are material to its operations and surrounding communities.

The Company regularly consults with community members, Panchayati Raj Institution (PRI) representatives, local administration, and other key stakeholders through structured meetings, field visits and community engagement initiatives. These interactions provide valuable insights into local environmental and social priorities and enable stakeholders to share their concerns, expectations and suggestions directly.

Based on the inputs from these consultations, the Company undertakes village-level needs assessments, community surveys, focus group discussions and data mapping exercises to better understand local socio-economic conditions and environmental concerns. The findings from these assessments are used to design and implement community-centric development programmes aligned with both community needs and the Company's sustainability objectives.

For instance, stakeholder feedback has guided the development of CSR initiatives in areas such as education, skill development, community infrastructure, and environmental awareness programmes. These initiatives are implemented in collaboration with local communities, government institutions, and development partners, ensuring that the programmes are relevant, impactful and sustainable.

The insights gathered from stakeholder consultations are periodically reviewed by management and integrated into the Company's CSR strategies, sustainability initiatives and operational planning, enabling Uno Minda to continuously strengthen its approach to responsible business practices and inclusive development.

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

Uno Minda Limited actively engages with vulnerable and marginalised stakeholder groups, particularly women and migrant families in communities surrounding its operational locations, through focused livelihood and skill development initiatives. Key instances of engagement and actions taken include:

**1. Vocational Skill Development:**

- ▶ Conducted training programmes in cutting and tailoring, and beauty culture to enhance employability and financial independence of women from nearby communities
- ▶ Enabled beneficiaries, including women from migrant families, to establish home-based enterprises, secure employment, or join Self-Help Groups (SHGs)

**2. Promotion of Self-Help Groups (SHGs):**

- ▶ Facilitated the formation and strengthening of SHGs to provide financial inclusion, collective entrepreneurship opportunities and livelihood support to community women
- ▶ Engaged skilled SHG members in need-based production activities to enable regular income generation

**3. Sustainable Livelihood Initiatives:**

- ▶ Encouraged SHG members to creatively repurpose industrial textile waste, such as discarded seat covers and airbags, into useful and decorative products
- ▶ Promoted resource efficiency, waste reduction, and environmental awareness while creating sustainable livelihood opportunities

**4. Market Linkages and Income Opportunities:**

- ▶ Facilitated a dedicated platform to connect trained women with production orders from local industries, enabling sustained and reliable income streams

**5. Community Empowerment and Environmental Stewardship:**

- ▶ Fostered entrepreneurial skills, financial independence, and social inclusion, while encouraging environmentally responsible practices within community enterprises.

Through these initiatives, Uno Minda continues to empower marginalised communities, promote women’s economic participation, and support sustainable livelihood generation, contributing to inclusive and long-term community development.



# PRINCIPLE

Businesses should respect and promote human rights

# 05

**Essential Indicators:**

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (C)	% (C/A)
<b>Employees</b>						
Permanent	4,366	4,366	100%	3,998	3,998	100%
Other than permanent	0	0	0	0	0	0
Total	4,366	4,366	100%	3,998	3,998	100%
<b>Workers</b>						
Permanent	10,242	10,242	100%	9,447	9,447	100%
Other than permanent	8,642	8,642	100%	10,049	10,049	100%
Total	18,884	18,884	100%	19,496	19,496	100%

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

Category	FY 2025-26					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)
<b>Permanent Employees</b>										
Male	3,971	0	0%	3,971	100%	3,668	0	0%	3,668	100%
Female	395	0	0%	395	100%	330	0	0%	330	100%
<b>Other than Permanent Employees</b>										
Male	0	NA	NA	NA	NA	0	NA	NA	NA	NA
Female	0	NA	NA	NA	NA	0	NA	NA	NA	NA
<b>Permanent Workers</b>										
Male	8,869	0	0%	8,869	100%	8,048	0	0%	8,048	100%
Female	1,373	0	0%	1,373	100%	1,399	0	0%	1,399	100%
<b>Other than Permanent Workers</b>										
Male	5,960	0	0%	5,960	100%	7,839	0	0%	7,839	100%
Female	2,682	0	0%	2,682	100%	2,210	0	0%	2,210	100%

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

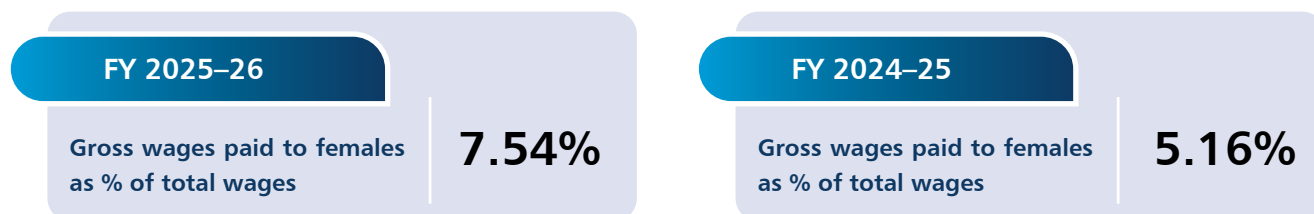
**a. Median remuneration/wages:**

Male			Female	
Number	Median remuneration/salary/wages of respective category		Number	Median remuneration/salary/wages of respective category
11	NA	Board of Directors (BoD)*	4	NA
5	7,58,18,239#	Key Managerial Personnel	0	NA
3,971	72,794	Employees other than BoD and KMP	395	52,998
14,829	21,017	Workers	4,055	19,100

\*The Chairman and Managing Director receive remuneration which is mentioned in the KMP Row.

#Excluding ESOP perquisites

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



**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, Uno Minda established committees at plant, regional, and central levels to effectively address and mitigate any human rights impacts, concerns or issues through a proper investigation mechanism.

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

The Company is committed to upholding the highest standards of ethical, moral and legal conduct and fostering a workplace that respects and promotes human rights. It has established structured mechanisms to enable employees and stakeholders to report concerns related to suspected misconduct, discrimination, harassment or any violation of Company policies and applicable laws.

A robust Whistle Blower Policy provides a secure and confidential channel for reporting grievances, with adequate safeguards against retaliation. The

Company ensures that all complaints are addressed in a fair, transparent and time-bound manner through appropriate governance structures.

In addition, the Company has implemented a comprehensive framework of policies that support human rights protection and grievance redressal, including:

- ▶ Prevention of Sexual Harassment (POSH) Policy
- ▶ Code of Conduct for Employees
- ▶ Code of Conduct for Suppliers
- ▶ Nomination and Remuneration Policy
- ▶ Policy on Diversity of the Board of Directors

These policies collectively ensure non-discrimination, equal opportunity, ethical conduct and respect for all individuals across the value chain. The Company remains committed to strengthening its grievances redressal mechanisms and upholding human rights principles across its operations.

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

Category	FY 2025-26			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	3	0	The complaint has been resolved and closed	2	0	All complaints have been resolved
Discrimination at workplace	Nil	Nil	NA	Nil	Nil	NA
Forced Labour/involuntary labour	Nil	Nil	NA	Nil	Nil	NA
Wages	Nil	Nil	NA	Nil	Nil	NA
Other human rights related issues	Nil	Nil	NA	Nil	Nil	NA

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

	FY 2025-26	FY 2024-25
Total complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	3	2
Complaints on POSH as a % of female employees/workers	0.07%	0.06%
Complaints on POSH upheld	3	2

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

Uno Minda Limited established robust safeguards to protect complainants and witnesses from retaliation, victimisation, or adverse consequences, as outlined in its Prevention of Sexual Harassment at Workplace Policy. The Company is committed to ensuring that individuals who raise concerns are treated with fairness, dignity and confidentiality throughout the inquiry process.

Based on the sensitivity of the case, the Company implements appropriate measures, including provision of paid leave or other necessary support to the complainant during the investigation, where required. The policy prohibits any form of reprisal against the complainant or witnesses, and any such actions are subject to disciplinary proceedings.

In instances where the respondent engages in retaliation, discrimination or victimisation, the matter is reported to the Internal Committee (IC), which recommends appropriate disciplinary action to the management.

At the same time, the Company maintains the integrity of the process by addressing any misuse of the mechanism, including malicious or knowingly false allegations, through appropriate disciplinary action.

Through these measures, the Company ensures a safe, secure, and unbiased environment for reporting and addressing concerns related to harassment and discrimination.

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

Yes, Uno Minda Limited integrates human rights considerations into its business relationships and contractual arrangements. The Company conducts its operations in accordance with high standards of ethics, integrity, and respect for human rights. These principles are articulated in its Code of Conduct and Human Rights Policy, which guide interactions with suppliers, vendors, contractors, and other business partners.

The Company further embeds human rights expectations through the Supplier Quality Assurance Manual (SQAM) and the Supplier Code of Conduct. These frameworks

outline requirements related to fair labour practices, non-discrimination, safe and healthy working conditions, and the strict prohibition of child labour, forced labour, and all forms of harassment or exploitation.

These requirements are communicated to suppliers and partners during the onboarding process and are reinforced through periodic assessments, supplier audits, and ongoing engagement programmes. Through these mechanisms, Uno Minda seeks to ensure that its value chain partners adhere to responsible labour and human rights standards, thereby promoting ethical and sustainable business practices across its supply chain.

**10. Assessments for the year:**



\*Working Hours, Modern Slavery, Freedom of association & collective bargaining, Privacy & Data Protection, Fair Competition & anti trust, Conflicts of Interest and GHG Emissions, energy efficiency & Renewable energy

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

No material risks or concerns were identified during the human rights assessments.

**Leadership Indicators:**

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

Uno Minda Limited upholds core human rights principles across its operations, as reflected in its codes and policies. The Company is also in the process of developing a dedicated Human Rights Policy focused on prevention, due diligence, and effective grievance redressal.

The Company conducts regular training and awareness programmes on the Code of Conduct, human rights, and freedom of association to sensitise employees and stakeholders. Additionally, these commitments are reinforced through contractual agreements with customers, ensuring adherence to human rights standards across the value chain.

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

Uno Minda maintains 100% compliance of statutory provisions. The Company also conducts periodic internal and external inspections through PR, CAST (Central Assessment & Support Team) and the EHS Team at regular intervals across all locations. These assessments are carried out at facilities such as NCR, Bawal, Gujarat, Pune, Hosur, Bangalore, and Chennai.

**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. Uno Minda Limited endeavours to ensure that its offices and facilities are accessible to differently abled visitors in accordance with the provisions of the Rights of Persons with Disabilities Act, 2016. The Company is committed to creating a barrier-free and inclusive environment that enables safe and convenient access for all stakeholders. Key accessibility measures include:

- ▶ Barrier-Free Entry: Provision of ramps and accessible entryways to facilitate smooth access to office premises and common areas
- ▶ Accessible Mobility Infrastructure: Installation of elevators and accessible pathways to enable easy movement within buildings
- ▶ Accessible Sanitation Facilities: Restrooms equipped with grab bars, lower sinks and accessible fixtures designed to meet the needs of persons with disabilities
- ▶ Inclusive Workplace Design: Continuous review and upgradation of infrastructure to enhance accessibility standards across offices and operational locations
- ▶ Awareness and Support: Safety and facility teams remain available to assist visitors requiring additional support during their visit to the premises

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

**Percentage of your plants and offices that were assessed (By entity or statutory authorities or third parties)**

Sexual harassment	
Discrimination at workplace	
Child Labour	
Forced/involuntary labour	88.89%
Wages	
Others – please specify	

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

No significant risks or concerns were identified during the human rights assessments.



# PRINCIPLE

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

# 06

## Essential Indicators:

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

Parameter	FY 2025-26 (GJ)	FY 2024-25 (GJ)
<b>From renewable sources</b>		
Total electricity consumption (A)	2,46,571.58	1,52,674
Total fuel consumption (B)	13,601.20	19,675
Energy consumption through other sources (C)	0	0
Total energy consumption from renewable sources (A + B + C)	2,60,172.78	1,72,349
<b>From non-renewable sources</b>		
Total electricity consumption (D)	6,03,786.28	5,91,868
Total fuel consumption (E)	12,30,088.93	11,54,527
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D + E + F)	18,33,875.21	17,46,396
Total energy consumed (A + B + C + D + E + F)	20,94,047.98	19,18,745
Energy intensity per Million rupee of turnover (GJ/Million ₹) (Total energy consumption/Million ₹turnover in rupees)	14.25	15.40
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (GJ/Million US\$) (Total energy consumed (GJ)/revenue from operations adjusted for PPP (Million US\$))	289.75	318
Energy intensity in terms of physical output (total energy consumed in GJ/ Unit of products during the FY) (GJ/product)	0.004	0.005

**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, independent assurance has been carried out by BDO India Services Private Limited on BRSR Core indicators.

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

No. Based on current energy consumption levels and industrial classification, none of Uno Minda Limited's facilities qualify as a Designated Consumer (DC) under the Bureau of Energy Efficiency (BEE) Perform, Achieve and Trade (PAT) Scheme. Accordingly, the scheme does not mandate any specific energy reduction targets for the Company.

Note: The Company continues to monitor its energy intensity and implement internal efficiency measures to maintain compliance with general energy conservation standards.

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

Parameter	FY 2025-26	FY 2024-25
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water (Ponds, lakes and rivers)	57,430.00	28,604
(ii) Groundwater (Borewell)	4,02,388.69	4,26,296
(iii) Third party water (Tanker water and municipal supply)	4,39,552.05	4,04,633
(iv) Seawater/desalinated water	0	0
(v) Bottled water	3.38	0
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>8,99,374.12</b>	<b>8,59,533</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>8,73,912.32</b>	<b>8,27,676.78*</b>
Water intensity per Million rupee of turnover (Water consumed/Million ₹ turnover) (kL per Million ₹)	5.95	6.64*
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (kL/Million US\$) (Total water consumption/Revenue from operations adjusted for PPP (kL/Million US\$))	120.92	133.4
Water intensity in terms of physical output (Total water consumption in kL/ Unit of products during the year) (kL/product)	0.002	0.002

\*Previous year figure related to water consumption has been restated due to revision in the data compilation and consolidation approach adopted during the reporting period.

**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, independent assurance has been carried out by BDO India Services Private Limited on BRSR Core Indicators.

### 4. Provide the following details related to water discharged:

Parameter	FY 2025-26	FY 2024-25
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
<b>(i) To Surface water</b>		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>(ii) To Groundwater</b>		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0**
<b>(iii) To Seawater</b>		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0

Parameter	FY 2025-26	FY 2024-25
<b>(iv) Sent to third-parties</b>		
- No treatment	5,001.30	5,401.22
- With treatment – please specify level of treatment	20,460.50	26,455
<b>(v) Others</b>		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>Total water discharged (in kilolitres)</b>	<b>25,461.80</b>	<b>31,856.22</b>

*\*\*Previous year figures related to water discharge have been restated due to revision in the data compilation and consolidation approach adopted during the reporting period.*

**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, independent assurance has been carried out by BDO India Services Private Limited on BRSR Core indicators.

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

Uno Minda strengthens its wastewater management practices across all operational sites, with a focus on adopting Zero Liquid Discharge (ZLD)-aligned practices. Several locations have systems in place to ensure that treated effluent is managed within the premises without discharge outside the plant. Each site is equipped with a Sewage Treatment Plant (STP) and an Effluent Treatment Plant (ETP).

The ETP process includes primary treatment for the removal of suspended solids, secondary treatment to reduce Biological Oxygen Demand (BOD) and Chemical Oxygen Demand (COD), and tertiary treatment for the removal of colour and odour. The treated water is then reused for non-potable applications such as gardening, toilet flushing, and industrial processes, supporting efficient and circular water use.

**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	FY 2024-25
NOx	Tons	1.47	3.23
SOx	Tons	0.86	1.30
Particulate Matter (PM10)	Tons	1.92	1.73
Particulate Matter (PM2.5)	Tons	NA	NA
Persistent Organic Pollutants (POP)	Tons	0.00	0.0
Volatile Organic Compounds (VOC)	Tons	0.01	0.01
Hazardous Air Pollutants (HAP)	Tons	0.00	0.00
Others – Please Specify	Tons	0.00	0.00

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

No.

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	74,542.34	73,662
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	1,19,080.07	1,19,525
Total Scope 1 and Scope 2 emissions intensity per Million rupees of turnover	Metric tonnes of CO <sub>2</sub> equivalent per Million ₹	1.32	1.54
Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 & 2 emissions/Revenue from operations adjusted for PPP)	Metric tonnes of CO <sub>2</sub> equivalent per Million US\$	26.79	31.81
Total Scope 1 and Scope 2 emission intensity in terms of physical output (Total Scope 1 & 2 emissions Unit of products during the FY)	Metric tonnes of CO <sub>2</sub> equivalent per product	0.00039	0.00049

**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, independent assurance has been carried out by BDO India Services Private Limited on BRSR Core indicators.

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

Yes, we are actively implementing a comprehensive decarbonisation strategy to significantly reduce Scope 1 and Scope 2 greenhouse gas emissions across our operations. The roadmap is built on five key pillars:

Fossil Fuel Optimisation: Enhancing process efficiency to reduce dependence on conventional fuels

Clean Fuel Transition: Shifting from traditional fuels such as HSD to cleaner alternatives such as biodiesel, Bio-CNG, and Piped Natural Gas (PNG).

Energy Conservation: Deploying energy-efficient technologies, including high-efficiency motors, LED lighting, and automated energy management systems.

Renewable Energy Integration: Increasing the share of green power through rooftop solar installations and renewable energy open access.

Waste Heat Recovery (WHR): Capturing and reusing waste heat to reduce overall energy and fuel consumption.

Through this structured, multi-pronged approach, the Company aims to reduce emissions, improve energy efficiency, and transition towards cleaner energy sources.

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

Parameter	FY 2025-26	FY 2024-25
Total waste generated (in metric tonnes)		
Plastic waste (A)	1,643.74	1,936.37
E-waste (B)	43.02	184.17
Bio-medical waste (C)	0.0021	0.032
Construction and demolition waste (D)	0	0
Battery waste (E)	9.96	108.49
Radioactive waste (F)	0	0
Other hazardous waste. (Used Oil, Coolant mixed water, ETP Sludge, Paint sludge/ lacquer waste, Sludge from wet scrubber, Phosphate sludge, Oily soaked clothes, Used Filter, Empty Container, BMC Waste) (G)	3,636.09	3,185.54
Other non-hazardous waste generated (Metal waste, STP Sludge, Poly Bag, Wood, Solder Dross, Corrugated Boxes) (H).	13,785.07	11,396
<b>Total waste generated (A + B + C + D + E + F + G + H)</b>	<b>19,117.89</b>	<b>16,810.60</b>
Waste intensity per Million rupees of turnover (MT/Million ₹) (Total waste generated per Million rupee of turnover)	0.13	0.14
Waste intensity per rupee of turnover adjusted for purchasing power Parity (PPP) (MT/Million US\$) (Total waste generated (MT)/revenue from operations adjusted for PPP (Million US\$))	2.65	3.08
Waste intensity in terms of physical output (total waste generated/unit of products during the FY) (MT/product)	0.000039	0.000048
<b>For each category of waste generated, total waste recovered through recycling, reusing or other recovery operations (in metric tonnes)</b>		
(i) Recycled	12,693.36	10,847
(ii) Re-used	219.55	147
(iii) Other recovery operations	2,193.85	789
<b>Total</b>	<b>15,106.76</b>	<b>11,783</b>
<b>For each category of waste generated, total waste disposed of by nature of disposal method (in metric tonnes)</b>		
(i) Incineration	204.38	713
(ii) Landfilling	1,517.08	3,251
(iii) Other disposal operations	593.76	963
<b>Total</b>	<b>2,315.21</b>	<b>4,927</b>

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

Uno Minda follows a structured 6R strategy—**Refuse, Rethink, Reduce, Reuse, Repair, and Recycle**—to effectively manage operational waste. Key practices include:

- ▶ Segregation at Source: Classification of waste at the point of generation into hazardous, non-hazardous, and electronic waste streams
- ▶ Extended Producer Responsibility (EPR): Ensuring strict compliance with EPR requirements for plastic and e-waste by channelling collection and disposal through CPCB/SPCB-authorized recyclers
- ▶ Circular Economy Approach: Diversion of technically feasible process waste from landfills through co-processing in cement kilns or routed to authorised re-processors for resource recovery
- ▶ Zero Liquid Discharge (ZLD) mechanism: Adoption of wastewater treatment and reuse practices, where applicable, to reduce dependence on freshwater resources

**Strategy for Reducing Hazardous and Toxic Chemicals** - Uno Minda is committed to adopting green chemistry principles and enhancing process safety to minimise the use of hazardous substances:

- ▶ Material Substitution: Replacement of harmful inputs with environmentally friendly alternatives, such as transitioning from solvent-based systems to water-based systems and using REACH-compliant chemicals
- ▶ Process Optimisation: Upgradation of equipment and automation of dosing systems help prevent spillages and reduce chemical consumption per unit of production
- ▶ Inventory Control: Adoption of a strict First-In-First-Out (FIFO) approach to avoid chemical expiry and minimise waste generation

**Management of Hazardous Waste** - For hazardous materials that cannot be eliminated, the Company ensures safe handling and disposal through the following measures:

- ▶ Secure Storage: Storage of hazardous chemicals and waste in designated, leak-proof areas with secondary containment systems (bunding) to prevent contamination of soil and groundwater
- ▶ Authorised Disposal: Disposal is carried out through Treatment, Storage, and Disposal Facilities (TSDFs) or authorised pre-processors, supported by proper manifest documentation (Form 10)
- ▶ Training and Safety: Regular employee training on Material Safety Data Sheets (MSDS) and the use of specialised Personal Protective Equipment (PPE) to ensure safe and zero-harm handling practices.

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

S. no.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons
Not Applicable			

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

None of the projects implemented during the year required Environmental Impact Assessment (EIA).

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:

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

Uno Minda Limited is fully compliant with all applicable environmental laws, regulations, and guidelines in India.

The Company adheres to key statutory requirements, including:

- ▶ **The Water (Prevention and Control of Pollution) Act, 1974:** All units hold valid Consents to Establish (CTE) and Consents to Operate (CTO), with effluent discharge maintained within limits prescribed by State Pollution Control Boards (SPCBs)
- ▶ **The Air (Prevention and Control of Pollution) Act, 1981:** Facilities are equipped with air pollution control systems such as stack monitoring systems and scrubbers to ensure emissions remain within prescribed standards
- ▶ **The Environment Protection Act, 1986 and related rules:** Compliance is maintained across areas such as hazardous waste, e-waste, plastic waste (EPR), and battery waste management

The Company also conducts regular internal audits and third-party assessments to monitor environmental performance. Statutory filings, including Annual Environmental Statements (Form V), are submitted to regulatory authorities in a timely manner.



### Leadership Indicators

1. **Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): For each facility/plant located in areas of water stress, provide the following information:**

- (i) **Name of the area**
  - Ahmedabad, Gujarat
  - Bahadurgarh, Haryana
  - Bawal, Haryana
  - Chennai, Tamil Nadu
  - Farukhnagar, Haryana
  - Kharkhoda, Haryana
  - Khed (Pune), Maharashtra
  - Hosur, Tamil Nadu
  - Manesar, Haryana
  - Pithampur, Madhya Pradesh
  - Pune, Maharashtra
  - Ranjangaon (Pune), Maharashtra
  - Sonipat, Haryana
  - Supa (Ahmednagar), Maharashtra
  - Ukardi, Gujarat
  - Waluj (Aurangabad), Maharashtra
- (ii) **Nature of operations:** Manufacturing

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

Parameter	FY 2025-26	FY 2024-25
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	57,430.00	0
(ii) Groundwater (Borewell)	3,23,384.12	80,412
(iii) Third party water (Municipal Supply + Tanker)	3,66,721.05	2,42,647
(iv) Seawater/desalinated water	0	0
(v) Others (Bottled Water)	3.38	0
<b>Total volume of water withdrawal (in kilolitres)</b>	<b>7,47,538.55</b>	<b>3,23,059</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>7,34,391.75</b>	<b>3,23,059</b>
Water intensity per Million rupee of turnover (kL/Million ₹) (water consumed (kL)/turnover rupee (Million ₹))	5.00	2.59
Water intensity (optional) – the relevant metric may be selected by the entity (kL/product) (Total water consumption in KL in areas of water stress/Unit of products during the FY)	0.00149	0.00081
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water		
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	0.00	0.00
(ii) Into Groundwater		
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	0.00	0.00
(iii) Into Seawater		
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	0.00	0.00
(iv) Sent to third-parties		
- No treatment	5,001.30	0.00
- With treatment – please specify level of treatment	8,145.50	0.00
(v) Others		
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	0.00	0.00
<b>Total water discharged (in kilolitres)</b>	<b>13,146.80</b>	<b>0.00</b>

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

Parameters	Unit	FY 2025-26	FY 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	The Company is currently in the process of developing its approach for calculating Scope 3 emissions and intends to progressively assess and report these emissions in the coming years.	
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO <sub>2</sub> equivalent		
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO <sub>2</sub> equivalent		

**3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.**

Not Applicable

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

Initiative undertaken	Details of the initiative	Outcome of the initiative
Energy conservation	Implementation of Variable Frequency Drives (VFDs) in heavy motors and pumping systems to modulate speed based on actual demand.	Significant reduction in electricity consumption and improved mechanical longevity of equipment.
Addition of RE in energy mix	Transitioning to clean power through Rooftop Solar installations and Renewable Energy Open Access for high-load operations.	Substantial reduction in Scope 2 GHG emissions and a decrease in long-term energy procurement costs.
Water conservation	Deployment of advanced Wastewater Recycling systems, including Sewage Treatment Plants (STPs) and Effluent Treatment Plants (ETPs).	Significant reduction in freshwater withdrawal and progress toward achieving Zero Liquid Discharge (ZLD).
Waste reduction	Packaging Optimisation to reduce the thickness and volume of virgin plastic used in product finishing.	Measurable reduction in plastic waste generation and enhanced compliance with extended producer responsibility targets.
Fuel switching	Conversion of heating processes from High Speed Diesel (HSD) to Piped Natural Gas (PNG)	Lower Scope 1 emission intensity and reduced release of particulate matter and SOx/NOx.

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

Yes, Uno Minda maintains a robust Business Continuity and Disaster Management framework across all its units. Business Continuity Planning (BCP) is embedded within the Company’s risk management approach to ensure resilience during disruptions.

The strategy focuses on:

- ▶ **Operational Resilience:** Strengthened business processes through proactive risk identification and mitigation to ensure continuity of operations
- ▶ **Infrastructure Protection:** Established disaster recovery mechanisms to safeguard critical systems and enable rapid restoration
- ▶ **Stakeholder Safety:** Implemented measures to ensure the safety and well-being of employees, partners, and other stakeholders during emergencies
- ▶ **Crisis Management:** Defined structured response protocols to minimise downtime and ensure swift recovery while maintaining business stability

(For more details refer to: - <https://www.unominda.com/uploads/investor/policies/risk%20management%20policy.pdf>)

**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.**

No significant adverse environmental impacts arising from the value chain were identified during the reporting period. However, potential risks associated with operations and the supply chain are proactively managed through structured mitigation measures.

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

81%

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

- a. **By the listed entity:** Nil
- b. **By the top ten (in terms of value of purchases and sales, respectively) value chain partners:** Not assessed



# PRINCIPLE

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

# 07

### Essential Indicators:

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

Eight

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.

S. no.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1	ACMA (Automotive Component Manufacturers Association of India)	National
2	Confederation of Indian Industry (CII)	National
3	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
4	Public Affairs Forum of India (PAFI)	National
5	Indo American Chamber of Commerce	National
6	Associated Chambers of Commerce and Industry of India (ASSOCHAM)	National
7	PHD Chamber of Commerce and Industry (PHDCCI)	National
8	Electronic Industries Association of India (ELCINA)	National

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

Nil

### Leadership Indicators

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

Sr. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/Half-yearly/Quarterly /Others-please specify)	Weblink, if available
Nil					



# PRINCIPLE

Businesses should promote inclusive growth and equitable development.

# 08

## Essential Indicators:

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

None of the projects undertaken by Uno Minda required Social Impact Assessment (SIA) as per the regulatory requirements.

**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

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

Uno Minda Limited maintains mechanisms to engage with local communities and address any concerns or grievances that may arise in the areas where it operates. The Company believes that regular interaction and open dialogue with community stakeholders are essential for fostering trust, strengthening relationships and ensuring that community expectations are addressed in a timely manner.

Grievances from community members are primarily received and addressed through continuous engagement with villagers, local residents, and representatives of Panchayati Raj Institutions (PRIs). Company representatives interact with these stakeholders periodically, creating opportunities for community members to share their concerns, feedback, or suggestions regarding Company activities or community development initiatives.

Most concerns are resolved informally through direct discussions and consultations during these engagements. The frequency of these interactions enables the timely identification of local issues and facilitates timely resolution. The Company also review feedbacks received during such interactions internally to strengthen its community engagement processes and ensure responsive and responsible conduct.

Through these mechanisms, Uno Minda continues to promote transparent communication and collaborative problem-solving, thereby maintaining positive and constructive relationships with the communities surrounding its operations.

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

	FY 2025–26	FY 2024–25
Directly sourced from MSMEs/small producers	51.64%	39.07%
Sourced directly from within the district and neighbouring districts	82.69%	80.10%

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

Location	FY 2025–26	FY 2024–25
Rural	45.79%	45.8%
Semi-urban	1.45%	1.9%
Urban	20.71%	18.9%
Metropolitan	32.05%	33.4%

## Leadership Indicators

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

Not Applicable

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

Name of implementation agency	Project title	Schedule VII	Project location/s (State)	Project location/s (District)	Total amount spent (In INR)
Suman Nirmal Minda Foundation	Samarth Jyoti	Yes	Uttarakhand	Udham Singh Nagar	24,00,000

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

Uno Minda Limited currently does not have a formal preferential procurement policy that specifically mandates procurement from suppliers belonging to marginalised or vulnerable groups.

However, the Company follows structured procurement procedures and engages with a diverse supplier base, including small and medium enterprises (SMEs) across its value chain. Through its supplier development and onboarding processes, the Company encourages participation from a broad range of suppliers, which may include enterprises representing marginalised or vulnerable communities.

Supplier selection and procurement decisions are primarily based on quality standards, operational capability, compliance with safety and sustainability requirements, and commercial considerations. At the same time, the Company continues to promote responsible and inclusive business practices across its supply chain.

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

Not ascertained

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

Not ascertained

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:

Sr. No.	Intellectual property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
	Uno Minda does not own any Intellectual Property Rights derived 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.

Name of authority	Brief of the case	Corrective action taken
Not Applicable		

6. Details of beneficiaries of CSR

S. no	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	Samarth-Jyoti Vocational Training Program	995	90%
2	The Suman Nirmal Minda School Hosur & Detroj	1,138	75%
3	Samarth-Jyoti Education Program	1,118	90%
4	Samarth-Jyoti Vocational IT literacy Program	13,502	80%
5	Samarth-Jyoti collaborative Projects (Special Projects)	9,359	70%



# PRINCIPLE

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

# 09

## Essential Indicators:

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

Uno Minda Limited has established a strong and multi-channel mechanism to receive, track and resolve consumer complaints and feedback effectively. This structured approach ensures timely response and supports high levels of customer satisfaction.

Consumers can reach out to the Company directly or through their point of purchase using multiple communication channels, including Email, website forms and a dedicated toll-free helpline. These channels provide convenient and accessible platforms for consumers to raise queries, register complaints, or seek product-related assistance.

The relevant teams promptly review and address complaints and enquiries received through email or website forms. Depending on the nature of the concern, responses are provided through email or telephonic communication. In addition, consumers can directly contact the toll-free helpline, where trained representatives assist in understanding the issue and provide guidance or resolution during the call wherever possible.

Through this structured grievance redressal system, Uno Minda ensures that consumer concerns are handled efficiently, transparently and within defined timelines. This reinforces the Company's commitment to delivering quality products and maintaining strong consumer trust.

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

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

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

	FY 2025-26			FY 2024-25		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
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:

	Number	Reasons for recall
Voluntary recalls	Nil	Nil
Forced recalls	Nil	Nil

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

Yes. Uno Minda Limited has established a comprehensive cybersecurity and data privacy framework to safeguard information assets, ensure data protection, and mitigate cyber risks across its operations.

The Company's information security framework is built on globally recognised standards and best practices, including the Information Security Management System (ISMS) and the NIST Cybersecurity Framework. These frameworks guide the Company's policies, procedures, and controls for managing cybersecurity risks and protecting sensitive organisational and stakeholder data.

52 manufacturing facilities of Uno Minda are certified under the ISO/IEC 27001:2022, demonstrating alignment with internationally recognised standards for information security management and reinforcing the Company's commitment to maintaining robust cybersecurity practices.

In addition, Uno Minda has implemented a Data Privacy Framework, comprising policies and procedures aligned with the requirements of the Digital Personal Data Protection Act, 2023. As part of its ongoing data privacy programme, the Company has conducted gap assessments to evaluate existing practices against regulatory expectations and continues to undertake initiatives to strengthen readiness and compliance.

The effectiveness of these frameworks is further reinforced through periodic internal audits, continuous monitoring, and improvement initiatives, which help identify potential vulnerabilities and ensure timely remediation. Through

these measures, Uno Minda remains committed to protecting data integrity, maintaining stakeholder trust, and strengthening its resilience against evolving cyber threats.

The Company developed a policy on cybersecurity and risk related to data privacy, which can be accessed via the link - <https://www.unominda.com/uploads/investor/policies/UML%20privacy%20policy.pdf>

**6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cybersecurity and data privacy of customers; re-occurrence of instances of product recalls; penalty/action taken by regulatory authorities on safety of products/services.**

There were no reported complaints related to advertising, delivery of essential services, cybersecurity, data privacy, product recalls or regulatory actions on product safety. However, Uno Minda Limited has established systems to promptly identify and address any consumer-related issues as they arise.

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

**a. Number of instances of data breaches**

Nil

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

Nil

**c. Impact, if any, of the data breaches**

Not Applicable



## Leadership Indicators:

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

Uno Minda disseminates product and services related information through the links provided below:

1. Uno Minda Corporate website: <https://www.unominda.com/>
2. Uno Minda Kart: <https://unomindakart.com/>; <https://linktr.ee/UNOMINDA>
3. Uno Minda Instagram: <https://www.instagram.com/unominda/?igsh=MTZ6bTVsM3l1Nnc2bg%3D%3D#>
4. Uno Minda Facebook: <https://www.facebook.com/UnoMindaGroup?mibextid=LQJ4d>

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

At Uno Minda Limited, ensuring the safe and responsible use of products remains integral to the Company's commitment to consumer well-being and product stewardship. The Company primarily supplies products to automotive OEMs who integrate them into vehicles for end users. It also continues to take proactive measures to promote consumer awareness wherever there is a direct interface with end users.

The Company ensures that products entering the market are supported by clear and comprehensive product information, including regulatory declarations, operating instructions, and safety guidelines. Important instructions relating to proper handling, installation, usage and disposal, such as safe battery handling and environmentally responsible disposal practices are displayed on product packaging and accompanying documentation.

In addition, the Company addresses consumer queries and feedback through multiple communication channels, including Email, website forms, and toll-free customer support. These channels enable consumers to seek clarification and receive guidance on the safe usage of products.

Through these initiatives, Uno Minda aims to equip consumers with the knowledge required to use its products safely and responsibly, while reinforcing its commitment to product quality, consumer safety and sustainable lifecycle management.

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

Uno Minda recognises the critical importance of Business Continuity Planning (BCP) within its Risk Management framework. The Company established robust mechanisms to manage disruptions and ensure continuity of operations during unforeseen events, thereby safeguarding stakeholder interests and supporting long-term sustainability. As our products do not fall under essential services, the BCP framework is designed to ensure minimal disruption to business operations and supply chain resilience. Further details of our approach are available in our Risk Management Policy

website: <https://www.unominda.com/uploads/investor/policies/risk%20management%20policy.pdf>

### 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. Uno Minda Limited ensures that product information displayed on packaging and accompanying documentation complies with applicable regulatory requirements and, wherever relevant, provides additional information to support safe handling, installation, and responsible usage of its products.

For products supplied directly to automotive OEMs, packaging and product documentation include all necessary specifications and information in accordance with OEM requirements, technical standards, and applicable legal norms. For products distributed directly to end-users through the aftermarket channel, the Company provides enhanced product information on packaging, including clear usage instructions, handling precautions, installation guidance, and other safety-related disclosures to support informed and responsible use by consumers.

Yes. The Company also conducts customer satisfaction surveys across key product segments and operational locations as part of its ongoing commitment to customer-centricity. These surveys capture feedback on parameters such as product quality, delivery performance, commercial interactions, product handling, responsiveness of teams, and effectiveness of communication. The insights gathered are reviewed internally and used to strengthen service delivery, enhance product offerings, and support continuous improvement in customer experience.

## BRSR Core: Disclosures for Value Chain Partners

In line with the SEBI BRSR framework, Uno Minda has undertaken value chain ESG disclosures to enhance transparency on sustainability performance across its value chain partners. These disclosures have been prepared to report performance against the environmental, social and governance parameters covered under the BRSR Core value chain requirements for FY 2025-26.

The disclosures are based on information collected through structured stakeholder engagement and questionnaires with identified value chain partners. Environmental footprint indicators have been reported using an economic allocation approach, whereby the relevant environmental impacts are attributed to the Company's procurement share. Social and governance indicators are disclosed based on reported information aggregated from participating value chain partners, in accordance with the principles prescribed under the BRSR Core framework.

### Attribute 1 — Greenhouse Gas (GHG) Footprint

S. No.	BRSR Core Indicator	Unit	Value Chain Disclosure (FY 2025-26)
1	Total Scope 1 emissions	tCO <sub>2</sub> e	27,621.08
2	Total Scope 2 emissions	tCO <sub>2</sub> e	46,026.19
3	Scope 1 & Scope 2 emission intensity per rupee of turnover <i>Attributed Scope 1 and Scope 2 emissions of covered value-chain partners per million rupee of their combined revenue.</i>	tCO <sub>2</sub> e/Million INR	0.13

### Attribute 2 — Water Footprint

S. No.	BRSR Core Indicator	Unit	Value Chain Disclosure (FY 2025-26)
<b>1</b>	<b>Water withdrawal by source</b>		
a.	Surface water	KL	12,99,782.66
b.	Groundwater	KL	1,159.07
c.	Third-party water	KL	55,952.03
d.	Seawater / desalinated water	KL	667.72
e.	Others	KL	0
	<b>Total volume of water withdrawal</b>	KL	13,57,561.47
<b>2</b>	<b>Total volume of water consumption</b>	KL	13,43,841.42
<b>3</b>	<b>Water intensity per rupee of turnover</b> <i>Attributed water consumption of covered value-chain partners per million rupee of their combined revenue</i>	KL/ Million INR	2.32
<b>4</b>	<b>Water discharge by destination and treatment level</b>		
a.	To Surface water — No treatment	KL	3,267.88
b.	To Surface water — With treatment	KL	0
c.	To Groundwater — No treatment	KL	0
d.	To Groundwater — With treatment	KL	0
e.	To Third parties — No treatment	KL	0
f.	To Third parties — With treatment	KL	10,452.17
g.	To Seawater — No treatment	KL	0
h.	To Seawater — With treatment	KL	0
i.	Others — No treatment	KL	0
j.	Others — With treatment	KL	0
	<b>Total volume of water discharged</b>	KL	13,720.05

## Attribute 3 — Energy Footprint

S. No.	BRSR Core Indicator	Unit	Value Chain Disclosure (FY 2025-26)
<b>1</b>	<b>Energy consumed from renewable sources</b>		
a.	Total electricity consumption (A)	GJ	1,373.90
b.	Total fuel consumption (B)	GJ	0
c.	Energy through other sources (C)	GJ	0
d.	Total renewable energy (A+B+C)	GJ	1,373.90
<b>2</b>	<b>Energy consumed from non-renewable sources</b>		
a.	Total electricity consumption (D)	GJ	8,08,008.04
b.	Total fuel consumption (E)	GJ	28,366.31
c.	Energy through other sources (F)	GJ	210.85
	<b>Total non-renewable energy (D+E+F)</b>	GJ	21,33,948.86
<b>3</b>	<b>Total energy consumed (A+B+C+D+E+F)</b>	GJ	21,35,322.77
<b>4</b>	<b>Energy intensity per rupee of turnover</b> <i>Attributed energy consumption of covered value-chain partners per million rupee of their combined revenue.</i>	GJ/Million INR	3.68

## Attribute 4 — Embracing Circularity (Waste Management)

S. No.	BRSR Core Indicator	Unit	Value Chain Disclosure (FY 2025-26)
<b>1</b>	<b>Total waste generated</b>		
a.	Plastic waste (A)	MT	10.29
b.	E-waste (B)	MT	40.76
c.	Bio-medical waste (C)	MT	0
d.	Construction & demolition waste (D)	MT	0
e.	Battery waste (E)	MT	0.02
f.	Radioactive waste (F)	MT	0
g.	Other hazardous waste (G)	MT	1,126.58
h.	Other non-hazardous waste (H)	MT	2,031.38
	<b>Total waste generated (A+B+C+D+E+F+G+H)</b>	MT	3,209.03
<b>2</b>	<b>Waste intensity per rupee of turnover</b> <i>Attributed waste generation of covered value-chain partners per million rupee of their combined revenue.</i>	MT/Million INR	0.01
<b>3</b>	<b>Waste recovered through recycling / re-use / other recovery operations</b>		
a.	Recycled	MT	2,775.83
b.	Re-used	MT	1.74
c.	Other recovery operations	MT	0
	<b>Total recovered</b>	MT	2,777.57
<b>4</b>	<b>Waste disposed by method</b>		
a.	Incineration	MT	12.34
b.	Landfilling	MT	311.43
c.	Other disposal operations	MT	3.87
	<b>Total disposed</b>	MT	327.64

**Attribute 5 — Enhancing Employee Wellbeing and Safety**

S. No.	BRSR Core Indicator	Unit	Value Chain Disclosure (FY 2025-26)
1	Cost incurred on well-being measures as a % of total revenue	%	1.59%
2	<b>Safety Details</b>		
Lost Time Injury Frequency Rate (LTIFR) — per million person-hours worked			
a.	Employees	per mn hrs	0.78
b.	Workers (including contract workforce)	per mn hrs	0
<b>Total recordable work-related injuries</b>			
a.	Employees	Number	91
b.	Workers (including contract workforce)	Number	7
<b>No. of fatalities</b>			
a.	Employees	Number	0
b.	Workers (including contract workforce)	Number	0
<b>High consequence work-related injury / ill-health (excl. fatalities)</b>			
a.	Employees	Number	0
b.	Workers (including contract workforce)	Number	0
<b>Number of permanent disabilities</b>			
a.	Employees	Number	0
b.	Workers (including contract workforce)	Number	0

**Attribute 6 — Enabling Gender Diversity in Business**

S. No.	BRSR Core Indicator	Unit	Value Chain Disclosure (FY 2025-26)
1	Gross wages paid to females as % of total wages	%	31.48%
2	Total complaints reported under POSH Act, 2013	Number	0
3	Complaints on POSH as a % of female employees / workers	%	0.00%
4	Complaints on POSH upheld upon investigation	Number	0

**Attribute 7 — Enabling Inclusive Development**

S. No.	BRSR Core Indicator	Unit	Value Chain Disclosure (FY 2025-26)
1	Input material directly sourced from MSMEs / small producers	%	36.00%
2	Input material directly sourced from within India	%	61.07%
3	<b>Job creation in smaller towns — wages paid by location of establishment</b>		
a.	Rural	%	26.30%
b.	Semi-urban	%	8.15%
c.	Urban	%	30.71%
d.	Metropolitan	%	1.99%

Note: Individual percentages do not sum to 100% as different partners reported different location categories

**Attribute 8 — Fairness in Engaging with Customers and Suppliers**

S. No.	BRSR Core Indicator	Unit	Value Chain Disclosure (FY 2025-26)
1	<b>Number of instances of data breaches</b>	Number	0
2	<b>% of data breaches involving personally identifiable information (PII) of customers</b>	%	0.00%
3	<b>Impact, if any, of the data breaches</b> <i>As no data breaches were reported, there is no associated impact to disclose.</i>	Description	NA — no breaches reported
4	<b>Number of days of accounts payable</b> <i>Procurement-weighted average days taken by covered partners to settle their supplier invoices.</i>	Days	38.69

**Attribute 9 — Open-ness of Business**

S. No.	BRSR Core Indicator	Unit	Value Chain Disclosure (FY 2025-26)
<b>Concentration of Purchases</b>			
a.	Purchases from trading houses as % of total purchases	%	30.20%
b.	Number of trading houses where purchases are made from	Number	76
c.	Purchases from top 10 trading houses as % of total purchases from trading houses	%	49.76%
<b>Concentration of Sales</b>			
a.	Sales to dealers / distributors as % of total sales	%	0.00%
b.	Number of dealers / distributors	Number	0
c.	Sales to top 10 dealers / distributors as % of total sales to dealers	%	0.00%
<b>Share of Related Party Transactions (RPTs)</b>			
a.	RPTs in Purchases (related-party purchases / total purchases)	%	13.82%
b.	RPTs in Sales (related-party sales / total sales)	%	7.51%
c.	RPTs in Loans & advances (related-party loans / total loans)	%	8.26%
d.	RPTs in Investments (related-party investments / total investments)	%	18.57%

Note: In compliance with the SEBI BRSR Core framework for FY 2025-26, the Company has identified its significant value chain partners based on the prescribed threshold of individually comprising 2% or more of the entity's total purchases or sales by value. The assessment was conducted through direct stakeholder engagement via structured questionnaires. A total of 11 value chain partners met the required 2% criterion. Of the 11 identified value chain partners, data for 8 partners, aggregating to approximately 25% of the Company's total procurement spend has been disclosed herein. In accordance with the "voluntary" disclosure approach permitted by SEBI for the transition period, 3 partners have been excluded as India-specific data was neither shared by the entities nor available in the public domain, thus precluding their inclusion in the current reported metrics.

# Independent Assurance Statement

**Uno Minda Limited**  
**B-64/1, Wazirpur Industrial Area,**  
**Delhi - 110 052**

**Independent Assurance Statement on Business Responsibility and Sustainability Report (BRSR) disclosures for the financial year 2025-26.**

## Introduction and objective of engagement

Uno Minda Limited (the 'Company') has developed its Business Responsibility and Sustainability Report FY 25-26 ('BRSR') including the BRSR Core Indicators<sup>1</sup>, based on the BRSR reporting guidelines prescribed by SEBI for listed entities. The reporting criteria have been derived from the Principles of National Guidelines on Responsible Business Conduct, 2018 (NGRBC), and Greenhouse Gas (GHG) Protocol - A Corporate Accounting and Reporting Standard.

BDO India Services Private Limited (BDO) was engaged by the Company to provide independent assurance on select non-financial sustainability disclosures in the BRSR (the 'Report') for the period 1st April 2025 to 31st March 2026.

## The Company's responsibilities

The content of the Report and its presentation are the sole responsibilities of the Management of the Company. The Company's Management is also responsible for the design, implementation, and maintenance of internal controls relevant to the preparation of the Report, so that it is free from material misstatement.

## BDO's responsibility

BDO's responsibility, as agreed with the Management of the Company, is to provide assurance on the BRSR Core Indicators as described in the 'Scope & boundary of assurance' section below. We do not accept or assume any responsibility for any other purpose or to any other person or organization. Any reliance a third party may place on the Report is entirely at its own risk.

## Assurance standard and criteria

We conducted our assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), "Assurance Engagements Other than Audits or Reviews of Historical Financial Information", and ISAE 3410, "Assurance Engagements on Greenhouse Gas Statement", issued by the International Auditing and Standards Board.

We applied the criteria of '**Reasonable**' Assurance for non-financial Core Indicators of BRSR.

## Scope & boundary of assurance

The assurance scope and boundary cover the Company's India operations.

We have assured the non-financial BRSR Core Indicators presented in the BRSR 25-26 pertaining to the Company's performance for the period 1st April 2025 through 31st March 2026.

## Assurance methodology

Our assurance process entailed conducting procedures to gather evidence regarding the reliability of the disclosures covered in the assurance scope. The physical & virtual verification on sample basis was carried out at the following locations:

- Corporate Office, Gurugram;
- Switch Business: Manesar Site, Haryana;
- Lighting Business: (2 Wheeler): (RB 1 & RB 2) Bahadurgarh, Haryana;
- Lighting Business (4 wheeler): Manesar Site, Haryana;
- Alloy Wheel (4 Wheeler): Bawal Site, Haryana.

We conducted a review and verification of data collection, collation, and calculation methodologies, and a general review of the logic of inclusion/ omission of relevant information/ data in the Report. We used our professional judgement as Assurance Provider for selection of sample of the Company's locations/facilities and non- financial information for the verifications.

Our review process included:

- Evaluation of appropriateness of the quantification methods used to arrive at the non-financial/sustainability information of the BRSR Core Indicators;
- Review of consistency of data/information within the Report as well as between the Report and source;

- Engagement through discussions with personnel at both corporate and plant/facility levels who are accountable for the data and information presented in the Report;
- Execution of an audit trail of claims and data streams, to determine the level of accuracy in collection, transcription, and aggregation;
- Review of data collection and management procedures, and related internal controls.

### Limitations & exclusions

There are inherent limitations in assurance engagement, including, for example, the use of judgment and selective testing of data. Accordingly, there are possibilities that material misstatements in the sustainability information of the Report may remain undetected.

The assurance scope specifically excludes:

- Data and information outside the defined reporting period (1st April 2025 to 31st March 2026);
- Review of the 'economic and/or financial performance indicators' included in the Report or on which reporting is based; we have been informed by the Company that these are derived from the Company's audited financial records;
- The Company's statements and claims related to any topics other than those listed in the 'Scope and boundary of assurance';
- The Company's statements that describe qualitative/quantitative assertions, expression of opinion, belief, inference, aspiration, expectation, aim or future intention.

### Our observations

The sustainability disclosures of the Company, as defined under the scope and boundary of assurance, are fairly reliable and the Company has appropriately consolidated data from different sources at the central level. Additionally, the Company may consider augmented processes for data management and internal verification for enhancing accuracy of reported information.

Our conclusions

Based on the scope of our review, we concluded that the non-financial sustainability disclosures of the BRSR Core indicators as mentioned in 'Scope and boundary of assurance' fulfil the criteria of relevance, completeness, reliability, neutrality, and understandability as per 'reasonable' assurance criteria of the applied Assurance Standard.

### Our assurance team and independence

BDO India Services Private Limited is a professional services firm providing services in Advisory, Assurance, Tax, and Business Advisory Services, to both domestic and international organizations across industry sectors. Our non-financial assurance practitioners for this engagement are drawn from a dedicated Sustainability and ESG Team in the organization. This team is comprised of multidisciplinary professionals, with expertise across the domains of sustainability, global sustainability reporting standards and principles, and related assurance standards. This team has extensive experience in conducting independent assurance of sustainability data, systems, and processes across sectors and geographies. As an assurance provider, BDO India is required to comply with the independence requirements set out in the International Federation of Accountants (IFAC) Code of Ethics for Professional Accountants. Our independence policies and procedures ensure compliance with the Code.

### For BDO India Services Private Limited

Indra Guha

Partner-Sustainability & ESG

Business Advisory Services Gurugram, Haryana

02 June 2026

<sup>1</sup> SEBI vide Circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated 12 July 2023