Annexure - I

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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SECTION A: GENERAL DISCLOSURES

I DETAILS OF THE LISTED ENTITY

| Sr. 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 - 110 052 |
| 5. | Corporate address | Village Nawada Fatehpur, P.O. Sikanderpur Badda, Manesar, District. Gurugram-122 004, Haryana |
| 6. | Email | csmil@unominda.com |
| 7. | Telephone | 0124-2290427/28 |
| 8. | Website | www.unominda.com |
| 9. | Financial year reported | 01 April 2024 to 31 March 2025 |
| 10. | Name of the Stock Exchange(s) where shares are listed | National Stock Exchange of India (NSE) Limited and BSE Ltd. |
| 11. | Paid-up capital | ₹ 1,14,83,27,690 |
| 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 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 to the Company's Indian operations only. |
| 14. | Name of assurance provider | BDO India LLP |
| 15. | Type of assurance obtained | Reasonable Assurance for Core Indicators |

II PRODUCTS/SERVICES

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

| Sr. no. | Description of Main Activity | Description of Business Activity | Percentage of Turnover of the entity |
|------------|------------------------------|----------------------------------|--------------------------------------|
| 1 | Manufacturing of Auto | Auto Component Lighting | |
| | Components | Auto Component Switches | |
| | | Auto Component Casting | |
| | | Auto Component Seating | 91% |
| | | Auto Component Alloy Wheel | 9170 |
| | | Auto Component Acoustic | |
| | | Auto Component Sensor | |
| | | 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 | 24.1% |
| Lighting | 27400 | 25.2% |
| Seating | 29303 | 21.9% |
| Alloy wheel | 29303 | 9.2% |
| Casting | 29301 | 4.6% |
| Sensor | 29304 | 4.5% |
| Controller | 29304 | 4.5% |
| Acoustic | 29304 | 2.9% |
| Others | NA | 3.0% |

III OPERATIONS

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

| Location | Number of plants | Number of offices | Total |
|---------------|---------------------------|---|-------|
| National | 41 (Excluding warehouses) | 5 (including Research and Development Offices, Registered Office and Corporate Office) | 46 |
| International | 0 | 2 | 2 |

19 Markets served by the entity:

a. Number of locations

National (No. of States/Union Territories)

36 (All States & UTs in India)

(No. of Countries) 40

International



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

Response: 4.2%

c A brief on types of customers

Response: We provide services to automotive sector OEMs, distributors, and wholesalers across India, while our direct export customers are located in multiple countries worldwide. Uno Minda caters for all major OEM customers and OEMs are involved in manufacturing vehicles and supplying them to end users through their dealer networks.

The Company's distribution network comprises distributors and wholesalers spread across India. In addition, exports are carried out directly from the Company, through Indian merchant exporters and to international customers.



IV. EMPLOYEES

- 20 Details as at the end of Financial Year:
- a Employees and workers (including differently abled):

| Particulars | Total | Male | | Fei | male |
|--------------------------|--------|---------|-----------|---------|-----------|
| | (A) | No. (B) | % (B / A) | No. (C) | % (C / A) |
| | Emp | loyees | | | |
| Permanent (D) | 3,998 | 3,668 | 92% | 330 | 8% |
| Other than Permanent (E) | 0 | 0 | 0 | 0 | 0 |
| Total employees (D + E) | 3,998 | 3,668 | 92% | 330 | 8% |
| | Wo | rkers | | | |
| Permanent (F) | 9,447 | 8,048 | 85% | 1,399 | 15% |
| Other than Permanent (G) | 10,049 | 7,839 | 78% | 2,210 | 22% |
| Total workers (F + G) | 19496 | 15,887 | 81% | 3,609 | 19% |

b Differently abled Employees and workers:

| Particulars | Total | Male | | Fen | nale |
|--------------------------|---------|----------|-----------|---------|-----------|
| | (A) | No. (B) | % (B / A) | No. (C) | % (C / A) |
| Differ | ently a | bled Emp | oloyees | | |
| Permanent (D) | 2 | 2 | 100% | 0 | 0 |
| Other than Permanent (E) | 0 | 0 | 0 | 0 | 0 |
| Total employees (D + E) | 2 | 2 | 100% | 0 | 0 |
| Diffe | rently | abled Wo | orkers | | |
| Permanent (F) | 9 | 7 | 78% | 2 | 22% |
| Other than Permanent (G) | 9 | 9 | 100% | 0 | 0% |
| Total workers (F + G) | 18 | 16 | 89% | 2 | 11% |

21 Participation/ Inclusion/ Representation of women:

| | | | percentage emales |
|--------------------------|-----------|---------|----------------------|
| | Total (A) | No. (B) | % (B / A) |
| Board of Directors | 8 | 2 | 25% |
| Key Management Personnel | 5* | 0 | 0% |

*3 KMPs are the part of BODs

22 Turnover rate for permanent employees and workers:

| | | Turnover rate of current FY 2024-25 | | | Turnover rate of previous FY 2023-24 | | | Turnover rate of previous FY 2022-23 | | |
|---------------------|---------------------------------|--|-------|-------|---|-------|-------|---|-------|--|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | |
| Permanent Employees | 12.5% | 11.6% | 12.4% | 15.2% | 15.4% | 15.3% | 17.7% | 20.1% | 17.9% | |
| Permanent Workers | ient Workers 10.0% 11.9% 9.9% 2 | | 2.9% | 11.5% | 3.8% | 2.7% | 12.8% | 3.9% | | |

V HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

23

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

| Sr. 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 Ltd | 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. | UnoMinda EV Systems Private Limited | Subsidiary | 50.1 | Yes |
| 8. | UnoMinda Auto Systems Private Limited | Subsidiary | 100 | Yes |
| 9. | Uno Minda Buehler Motor Private Limited | Subsidiary | 50.1 | 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 | Subsidiary | 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 |
| 24. | Uno Minda Auto Spare Parts and Trading LLC | Subsidiary | 100 | Yes |



| Sr. 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) |
|------------|--|---|---|---|
| 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 (step down JV of Light & system) | 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 | 47.40 | No |
| 37. | Roki Uno Minda Company Private Limited | Joint Venture | 49 | Yes |
| 38. | Minda TTE Daps Private Limited (Under Liquidation) | Joint Venture | 50 | Yes |
| 39. | Denso Ten Uno Minda India Private Limited | Joint Venture | 49 | No |
| 40. | Minda Westport Technologies Limited | Subsidiary | 76 | 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 |



VI. CSR DETAILS

Yes

Whether CSR is applicable as per section 135 of Companies Act, 2013:

12,455.66 Crores

Turnover (in ₹)

4,805.84 Crores Net worth (in ₹)

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 | Grievance Redressal | | FY 2024-25 | | | FY 2023-24 | |
|--|---|--|--|--|---|--|---|
| group from whom complaint is received | Mechanism in Place (Yes/ No) (If yes, then provide web-link for grievance redress policy) | 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 https://www.unominda. com/contact-us | 5 | Nil | NA | 1 | Nil | NA |
| (Investors) Other stakeholders | Yes https://www.unominda. com/uploads/Investor/ investor-desk/UML_ Investors'%20Grivance%20 Redressal%20Policy.pdf | 5 | Nil | NA | 1 | Nil | NA |
| Employees | Yes https://www.unominda. com/contact-us | 2 | 1 | Pending complaint will be resolved at the earliest | 3 | Nil | All Complaints resolved |
| Workers | Yes https://www.unominda. com/contact-us | Nil | Nil | NA | Nil | Nil | NA |
| Contract labourers | Yes unominda.com/contact-us | Nil | Nil | NA | Nil | Nil | NA |
| Communities | Yes https://www.unominda. com/contact-us | Nil | Nil | NA | Nil | Nil | NA |
| Consumers | Toll-free Consumer Complaints No. https://www.unominda. com/contact-us | 5,038 | Nil | NA | 3,810 | Nil | NA |
| Customers (distributors, wholesalers, retailer) | CRM Portal The portal primarily handles complaints regarding pricing, schemes, and discrepancies in quantities, 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. https://www.unominda. com/contact-us | 4,848 | 335 | Pending complaint will be resolved at the earliest | 4,934 | 81 | All Pending complaints as of the end of the FY 2023- 24 have now been resolved |

Note: 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



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

| Sr. No | Material issue Identified | Indicate whether risk or opportunity (R/O) | Rationale for Identifying the risk /opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|-----------|---|--|---|--|---|
| 1 | Energy Management and Energy Transition | Opportunities | Reduction in operational costs and enhance sustainability. Capitalisation on emerging markets for renewable energy solutions. Alignment with global trends towards eco-consciousness and efficiency. Anticipate energy supply disruptions. Promoting carbon emissions reduction and uphold carbon offset commitments. | NA | Positive implication: Enhances resource efficiency and reduces costs. Utilising low-emission energy sources fosters innovation in products and services, opens new market opportunities, and strengthens supply chain resilience. Transitioning to renewable energy (solar, wind) requires upfront capital investment but leads to long-term savings through reduced grid dependency and government incentives (subsidies, tax benefits). |
| 2 | GHG Emission Management | Risk | Improvement in resource efficiency. Increasing severity of extreme weather events such as cyclones and floods. Compliance with regulatory standards. Enhanced brand reputation. Access of sustainability- conscious consumers and investors. | Achieve national and global emission reduction goals. Invest in energy-efficient electrical equipment. Track internal targets for energy savings and emissions reductions. Regularly update on government policies and regulations related to energy transitions Develop risk management and resilience planning | Negative implication: 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. The Company has already taken steps to reduce GHG emission and increased share of green energy while being compliant with all environment laws. |
| 3 | Water Management | Risk | Potential regulatory constraints Operational disruptions from water scarcity or contamination Reputational damage in the face of environmental concerns. Reputational damage in the face of environmental concerns. Changes in laws, regulations, or management practices can affect access to water resources, increase operational costs, and complicate water use and management. | Installation of water metres and implementing plant water balances. Water consumption reduction target in every FY for each plant concerning per ₹ Lakh production value. Increase recycling and reuse of wastewater. Rainwater harvesting: By increasing rainwater storage capacity. | Negative implications: Interruptions in water supply can disrupt manufacturing processes and affect utility operations. The Company has already implemented measures for water management including rain water harvesting, treatment and all other measures to minimise the impact. |

| Sr. No | Material issue Identified | Indicate whether risk or opportunity (R/O) | Rationale for Identifying the risk /opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|-----------|--|--|---|---|--|
| 4 | Waste Management | Opportunity | Enhancement in operational efficiency through resource optimisation. Minimisation in disposal costs. Maintaining compliance with environmental regulations. Enhances reputation as a corporate citizen | NA | Positive implication: Reducing waste generation or increasing recycling contributes to economic benefits and helps lower greenhouse gas (GHG) emissions. |
| 5 | Product Life Cycle Assessment | Opportunity | Identification of areas for efficiency improvements. Reduction in environmental impact across the supply chain. Meeting the demand for eco-friendly solutions by innovation. Enhances competitiveness and brand value | NA | Positive Implication: Enhanced portfolio mix, optimised supply chain efficiency, and accelerated time-to-market for innovation. |
| 6 | Human Resources Management and Employee Engagement | Opportunity | Opportunity to foster a motivated workforce. Enhanced productivity. Reduction in turnover costs. Attracting top talent. | NA | Positive implication: Enhanced employee engagement leading to overall improved employee experience and satisfaction. |
| 7 | Occupational Health and Safety (OHS) | Risk | Potential workplace accidents, injuries. Regulatory non-compliance penalties. Increased insurance costs and reputational damage. Employee well-being and overall business continuity. Downtime resulting from fatalities, injuries or reduced employee morale can significantly impact operations and productivity. Decreased productivity stemming from hazardous working environments, resulting in efficiency losses. | Prioritising avoidance and mitigation strategies to foster safe working conditions. Limiting exposure to hazardous chemicals. Conduct regular inspections and internal audits to ensure health and safety standards are upheld during operations. Use automation and Al- driven safety monitoring systems to prevent accidents. Strictly ensured PPE are worn by workers during operations. | Negative implication: 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 harm a company's productivity, financial performance, and reputation. The Company has taken all necessary steps to ensure safe working conditions and safe working acts. |
| 8 | Human Rights (including Diversity, Equality, & Inclusion) | Opportunity | To attract diverse talent Fostering a positive work culture Strengthened community relationships | NA | Positive implication: Enhanced employee productivity potential. Fresh perspectives and ideas fostering innovation and process improvement. Access to a broader talent pool of employees. |



| Sr. No | Material issue Identified | Indicate whether risk or opportunity (R/O) | Rationale for Identifying the risk /opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|-----------|--|--|--|--|---|
| 9 | Corporate Social Responsibility (CSR) | Opportunity | Building trust with stakeholders. Fosters sustainable development in communities. Improved brand reputation. To attract socially conscious customers and investors. | NA | Positive implication: Increased Social Return on Investment (SROI). Enhanced programme quality through qualitative improvements. Elevated brand visibility and value via community and stakeholder engagement. |
| 10 | Responsible and Sustainable Supply Chain | Opportunity | Brand reputation and cost savings. Fostering long-term growth and competitiveness. | NA | Positive implication: Uno Minda will receive a higher preference score due to multiple customers' growing adoption of ESG audits. Adopting processes and methods of supplies in re- usable bins and boxes not only reduces environmental impact but also lead to cost savings. |
| 11 | Emerging Technologies | Opportunity | Meet evolving consumer demands. Capitalisation on new markets. Driving sustainable growth and market leadership | NA | Positive implication: Being ahead of the technology evolution curve gives the Company first mover advantage and customer's preference with visible impact in top-line and bottom-line. |
| 12 | Economic Value Creation | Opportunity | Generation of profits and drive shareholder returns. Investment in innovation and growth. Job creation and economic development | NA | Positive implication: Utilising economic value creation as an opportunity can foster sustainable growth. Positive implication: Create long-term value for all stakeholders involved |
| 13 | Regulatory Compliance | Risk | Addressing regulatory compliance is essential to maintain stakeholder trust. Social licence to operate. | Automated system to monitor and ensure timely compliance Reviews at senior management, Audit Committee, and Board level compliances with all statutes. Review by internal auditors | Positive implication: Active compliance management to reduce potential expenses and safeguard reputation. Negative implication: Non- compliance can lead to legal penalties |

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.

| Dis | Disclosure Section | | | P2 | P3 | P4 | Р5 | P6 | Р7 | P8 | P 9 | |
|---------------------------------------|------------------------------|---|----|--|--------------|---------------|---------|--------------|---------|----------|---------------|--|
| Poli | cy an | d management processes | | | | | | | | | | |
| 1. | a. | Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No) | Ye | s Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | |
| | b. | Has the policy been approved by the Board? (Yes/No) | Ye | s No | No | Yes | Yes | No | Yes | Yes | Yes | |
| | | | | policies related he following l | | | | | | | | |
| 2. | | ether the entity has translated the policy procedures. (Yes / No) | Ye | s Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | |
| 3. | | the enlisted policies extend to your value in partners? (Yes/No) | Ye | s Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | |
| 4. | cert Stev Allia ISO | ne of the national and international codes/ tifications/labels/ standards (e.g., Forest wardship Council, Fairtrade, Rainforest ance, Trustee) standards (e.g., SA 8000, 450001, ISO, BIS) adopted by your entity I mapped to each principle | | | ISO 45001 | IATF 16949 | - | ISO 14001 | - | - | IATF 16949 | |
| 5. | | cific commitments, goals and targets set the entity with defined timelines, if any | 1. | The share of by 2030. | female e | employee | s in ou | ır workfor | ce will | increase | to 20% | |
| | | | 2. | Target to me energy sourc | | | lobal (| electricity | needs | from re | newable | |
| c | omm | mance of the entity against the specific itments, goals, and targets along with | 1. | For Uno Min employees in | | | | | | | | |
| reasons in case the same are not met. | | | | Demonstrating progress in our sustainability journey, renewable energy usage increased by 24% over the last fiscal year, significantly | | | | | | | | |





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)

At Uno Minda, our commitment to advancing societal well-being remains resolute. As we operate in an increasingly dynamic business environment, we have proactively addressed various ESG challenges. Central to our efforts is the need to minimise our environmental footprint by tackling carbon emissions, reducing waste generation, and managing resource consumption responsibly. These environmental priorities have consistently guided our actions.

Equally important are our social commitments. We continuously strive to ensure the well-being of our workforce, foster a diverse and inclusive workplace, and engage meaningfully with local communities. To effectively meet these environmental and social challenges, we have established ambitious ESG targets. These include reducing our carbon emissions by 30% by 2030, increasing the adoption of renewable energy, implementing sustainable waste management systems, and achieving water neutrality through focused conservation initiatives.

On the social front, we are devoted to upholding employee health, safety, and inclusivity, promoting diversity across all levels of the organisation, and strengthening our community outreach. In parallel, we are enhancing our corporate governance by reinforcing transparency, ethics, and accountability throughout our operations.

We are proud to report significant progress across key ESG areas. Our carbon (Scope 1 and Scope 2) intensity (tonnes of CO₂ equivalent per rupee) has decreased by 76% since our baseline year (FY 2021-22). Solar energy installations across multiple facilities have effectively lowered our dependence on non-renewable energy, contributing to a roughly 33% increase in the share of renewable energy compared to FY 2023-24. In terms of social responsibility, our female employment as increased by 24% from FY 2023-24. Our strong occupational health and safety initiatives have led to a marked reduction in workplace incidents, with our LTIFR dropping to zero. We have also bolstered our governance framework, nurturing a culture rooted in integrity and accountability.

As we look to the future, our commitment to sustainable growth remains unwavering. We are fully dedicated to embedding ESG principles into every facet of our operations. We sincerely thank our stakeholders for their continued support and look forward to deeper collaboration as we collectively build a more sustainable future.

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

- 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. The Company has also formulated an advisory committee comprising the functional heads of EHS, HR, CSR, and finance departments to provide additional support to the steering committee in tracking the implementation and the progress of the sustainability initiatives.
 - The Committee members conduct monthly meetings for review of the material issues and the evolving sustainability trends and regulations. The progress on the sustainability targets is also reviewed periodically with the advisory team. The Committee further provides the progress report on the sustainability initiatives to the board members every quarter.



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 | Р3 | Р4 | Р5 | P6 | P7 | P 8 | Р9 | P1 | P2 | Р3 | Р4 | P5 | P 6 | P7 | P 8 | P 9 |
| Performance against above policies and follow up action. | men of D revie | 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. | | | | | e | | | | | | | | | | | |
| Compliance with statutory requirements of relevance to the applicable laws. The compliance review of the statutory requirements is carried out by non-compliances of the company. In case of any non-compliance, the concern is raised to the board members for a quick resolution. | | | | | - | | | | - | | emer | ts is | | | | | | |

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 | Р3 | P4 | P5 | P6 | P7 | P8 | P9 |
|--------------------------------|---|--|---|---|---|---|---|--|--|
| | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| policies and follow up action. | periodic t in identify through o In additio Health, a operation 14001 for Safety. Th | hird-party ving gaps our Deviation nd Safety s. Our pro- Environm e majority | assessmen and recor on Manag pliance au (EHS) p pcesses ali ental Man of our fac | ts conduct nmending ement Syst udits, we de erformance gn with ir agement S illities in In | ed by TÜV corrective tem. conduct and ternationa ystems and dia are cer | nnual asse continuc actions, v nnual asse continuc ally recogn d ISO 4500 tified unde and susta | ese evaluation which are essments of bus impro ised stance of for Occu er these fra | ons are ins promptly a f our Env vement av lards, inclu ipational H | trumental addressed ironment, cross our iding ISO ealth and |

Response: Not Applicable.



SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

and the second second

PRINCIPLE

Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent, and accountable.

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 | 7 | During the year, directors made site visits of various plants to further enhance their knowledge around the Company's policies, processes, products, technologies involved, safe working conditions, handling materials, among others. During the Board meetings held, they have been informed about the key regulatory changes and the corresponding changes that have been introduced to the policies. | 100% |
| Key Managerial Personnel | 2 | Uno Minda Way Training including Values trainings to enhance their knowledge around company policies, processes, and procedures. | 100% |
| Employees other than BoD and KMPs | 3,290 | The Company has provided following trainings to the employees to enhance skill development and employee engagement Transfor-M Intervention for middle management employees (Level VII to IX) First Time Managers (FTM) Intervention for first line leadership (Level V to VI) SETU Intervention for PMS-based trainings Minda Way, Culture Building Programme Technical Skills Upgradation Programmes Need Based Programmes/Interventions Functional Skills Development Programmes D-GEMs Programmes for newly joined campus recruits Intervention for developing | 84% |
| Workers | 5,286 | Functional skill trainings and department-wise on the topics like work culture and quality systems, functional, technical, and behavioural aspects along with trainings on problem solving techniques and PE & Maintenance. | 94% |



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 ₹) | Brief of the Case | Has an appeal been preferred? (Yes/No) |
| Penalty/ Fine | Nil | Nil | Nil | Nil | Nil |
| Settlement | Nil | Nil | Nil | Nil | Nil |
| Compounding Fee | Nil | Nil | Nil | Nil | Nil |

| Non-monetary | | | | | | | | | |
|--------------|--------------------|---|------------------|----------------------|--|--|--|--|--|
| | NGRBC Principle | Name of the regulatory/ enforcement agencies/ judicial institutions | Amount (In ₹) | Brief of the Case | Has an appeal been preferred? (Yes/No) | | | | |
| Imprisonment | Nil | Nil | Nil | Nil | Nil | | | | |
| Punishment | Nil | Nil | Nil | Nil | Nil | | | | |

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed: Not Applicable

4. Does the entity have an anti-corruption or antibribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Response: 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%20of%20Conduct.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

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

| | FY 2024-25 | FY 2023-24 |
|-----------------------------------|------------|------------|
| Directors | Nil | Nil |
| Key Managerial Personnel | Nil | Nil |
| Employees other than BoD and KMPs | Nil | Nil |
| Workers | Nil | Nil |

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

| | FY 20 | 24-25 | FY 2023-24 | | |
|---|--------|---------|------------|---------|--|
| | Number | Remarks | Number | Remarks | |
| Number of complaints received in relation to issues of Conflict of Interest of the Directors | Nil | NA | Nil | NA | |
| Number of complaints received in relation to issues of Conflict of Interest of the KMPs | Nil | NA | Nil | NA | |

7. 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.

Response: Not Applicable

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







9. Open-ness of business

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

| Parameter | Metrics | FY 2024-25 | FY 2023-24 |
|-------------------------------|--|------------|------------|
| Concentration of Purchases | a. Purchases from trading houses as % of total purchases. | 6.64% | NA |
| | b. Number of trading houses where purchases are made from | 705 | NA |
| | c. Purchases from top 10 trading houses as % of total purchases from trading houses | 38.2% | NA |
| Concentration of Sales | a. Sales to dealers / distributors as % of total sales | 9.82% | 12.71% |
| | b. Number of dealers / distributors to whom sales are made | 2,019 | 1,857 |
| | c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors | 8.83% | 8.81% |
| Share of RPTs in | a. Purchases (Purchases with related parties / Total Purchases) | 22.1% | 23.60% |
| | b. Sales (Sales to related parties / Total Sales) | 1.4% | 2.51% |
| | c. Loans & advances (Loans & advances given to related parties / Total loans & advances) | Nil | Nil |
| | d. Investments (Investments in related parties / Total Investments made) | 96.2% | 2.88% |



Leadership Indicators:

| 1. | Awareness programmes conducted for | or value chain partners on an | ny of the principles during the financial yea | ir: |
|----|------------------------------------|--------------------------------|---|-----|
| | , marchess programmes conducted in | or value chain particles on an | iy of the principles during the infancial yea | |

| 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 |
|---|---|---|
| | Child Labour & Young Workers | |
| | Working Hours | |
| | Modern Slavery | |
| | Water quality & consumption | |
| | • Air Quality | |
| | Freedom of association & collective bargaining | |
| | Harassment & Non-discrimination | |
| 5 | Privacy & Data Protection | 49% |
| | Fair Competition & anti trust | |
| | Conflicts of Interest | |
| | GHG Emissions, energy efficiency & Renewable energy | |
| | Human Safety Awareness Programme | |
| | Environment, Social and Governance (ESG) | |
| | Digitisation | |
| | Quality Automation | |

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.

Response: Yes, Uno Minda has 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 conflict of interest involving Directors, Independent Directors, or Senior Management, the conflict are transparently reported to the Board of Directors, ensuring full accountability and governance oversight.

PRINCIPLE

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

CO,

| | | FY 2024-25 | FY 2023-24 | Details of improvements in environmental and social impacts |
|---|-------|------------|------------|---|
| | R&D | 21% | 23% | R&D expense towards product development of EV components |
| Ô | Capex | 4.4% | 2% | Establishment of a laboratory for the design validation of EV components under development at the central R&D |

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

Essential Indicators:

entity, respectively.

1.

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

Response: Uno Minda has established robust procedures to ensure sustainable sourcing across its operations. The Company adheres to a structured procurement framework guided by clearly defined Standard Operating Procedures (SOPs) that promote compliance with Environmental, Social, and Governance (ESG) standards throughout the supply chain.

As part of the supplier onboarding process, the Company implements SOP0710 for selecting New Supplier Audit, which includes on-site supplier visits and system audits. These assessments evaluate key social sustainability criteria such as the prohibition of child labour, protection of women's rights, adherence to minimum wage regulations, and other human rights parameters. The audits are conducted using standardised checklists and align with international norms including ISO/IATF 16949, coating standards, and relevant documentation protocols.

For routine procurement operations, SOP0712 is followed, covering procedures for Kanban, Purchase Requisition (PR), and Purchase Order (PO) systems. This ensures traceability, process efficiency, and operational oversight. Moreover, the Company performs annual evaluations of suppliers' Quality Management Systems (QMS), with a specific focus on workplace safety, including fire prevention and occupational health and safety, based on established safety checklists. These expectations are also outlined in Uno Minda's Supplier Quality Assurance Manual (SQAM), underlining the Company's dedication to responsible sourcing and continuous improvement.

Uno Minda remains committed to foster a resilient, ethical, and sustainable supply chain that aligns with its long-term sustainability objectives.

If yes, what percentage of inputs were sourced sustainably? Response: 100%

 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:

Response: Our Company has not engaged in end-of-life recovery initiatives with our customers. At an enterprise level all kinds of waste are disposed of to a governmentauthorised agency, which ensures sustainable management of the generated waste.



- Plastics (including packaging) We are establishing a process to ensure the safe recovery of plastic packaging materials at the end of their useful life. These materials, used for product packaging, will be collected on behalf of the organisation by a third-party contractor for responsible reclamation.
- b) E-waste We are implementing a process to ensure the safe recovery of e-waste components that are part of certain products. At the end of their useful life, these items will be collected on behalf of the organisation by a third-party contractor for proper reclamation.
- (c) Hazardous waste We manufacture lead-acid batteries, and at the end of their useful life, they are collected through our distribution channels and sent for reclamation by third parties authorised by the Pollution Control Board.
- d) Other Waste 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.

Response:

Yes, in accordance with the Plastic Waste Management Rules, 2016, as published in the Gazette of India, Extraordinary, Part II, Section 3, Sub-section (i), vide notification number G.S.R. 744(E) dated 16 October 2023, we are classified as an Importer (importing commodities with plastic packaging).

We are currently developing a waste collection plan in alignment with the Extended Producer Responsibility (EPR) framework Upon finalisation, this plan will be submitted to the Pollution Control Board for approval.

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?

Response: In the current reporting year, Uno Minda has initiated Life Cycle Assessments (LCA) for selected product. This marks as a beginning of Uno Minda's structured roadmap towards LCA as part of its broader sustainability and product stewardship goals.

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 2024-25 | FY 2023-24 | | | |
| Secondary Pure Lead & Lead Alloysmall producers | 40% | 46.1% | | | |
| Aluminium Molten and Ingot | 58.29% | 90.67% | | | |
| Aluminium Chips | 48% | - | | | |
| Plastic (runner & raw material) | 25.11% | - | | | |

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:

| Indicate input material | FY 2024-25 | | | FY 2023-24 | | |
|--------------------------------|------------|----------|--------------------|--|----------|--------------------|
| | Re-used | Recycled | Safely Disposed | Re-used | Recycled | Safely Disposed |
| Plastics (including packaging) | 2.6 | 87.761 | 245.51 | In the previous financial year, Uno Minda has not reclaimed any product or its packaging material. | | |
| E-waste | 0 | 0.72 | 21.536 | | | |
| Hazardous waste | 2,364 | 457 | 2,258 | | | |
| Other waste | 0 | 511 | 7,397 | | | |

5. Reclaimed products and their packaging materials (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 |
|------------------------------------|---|
| Warranty Parts | 0.05% |
| PP Box (Reusable Packing Material) | 99% |
| Automotive Battery | 90% |
| Poly cover, bubble cover | 96% |



PRINCIPLE

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

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Essential Indicators:

| Category | | Percentage of Employees (Permanent and Other employees) covered by | | | | | | | | | | |
|----------|-------|--|------------|--|------------|-----------------------|------------|------------------------|------------|---------------|------------|--|
| | | | | Accident Maternity Insurance 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) | |
| Male | 3,668 | 3,668 | 100% | 3,668 | 100% | NA | NA | 3,668 | 100% | NA | NA | |
| Female | 330 | 330 | 100% | 330 | 100% | 330 | 100% | NA | NA | NA | NA | |
| Total | 3,998 | 3,998 | 100% | 3,998 | 100% | 330 | 100% | 3,668 | 100% | NA | NA | |

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

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

| Category | | | | Perce | ntage o | of workers | covere | d by | | | |
|----------|--------------|---------------|----------------------------------|---------------|------------|---------------|-----------------------|---------------|------------------------|---------------|------------|
| | Total (A) | | Health Accid Insurance Insura | | | | 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) |
| | Per | centage o | f Worke | ers (Perma | nent ar | nd Other w | vorkers) | covered | | | |
| Male | 8,048 | 3,140 | 39% | 8,048 | 100% | NA | NA | 8,048 | 100% | NA | NA |
| Female | 1,399 | 127 | 9% | 1,399 | 100% | 1,399 | 100% | NA | NA | NA | NA |
| Total | 9,447 | 3,267 | 35% | 9,447 | 100% | 1,399 | 100% | 8,048 | 100% | NA | NA |
| | I | | Othe | er Than Pe | rmaner | t Workers | 1 | | | | |
| Male | 7,839 | 1,652 | 21% | 7,839 | 100% | NA | NA | NA | NA | NA | NA |
| Female | 2,210 | 906 | 41% | 2,210 | 100% | NA | NA | NA | NA | NA | NA |
| Total | 10,049 | 2,558 | 25% | 10,049 | 100% | NA | NA | NA | NA | NA | NA |

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





| | | FY 2024-25 | | FY 2023-24 | | | |
|----------|--|--|--|-------------------------|--|--|--|
| | 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.) | employees covered as | 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 | 0.05% | 65% | Yes | 3% | 66% | Yes | |

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

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.

Response: Uno Minda is committed to promote diversity and inclusion, ensuring compliance with the Rights of Persons with Disabilities Act, 2016 for newly established facilities. The Company's facilities and plants are equipped with features that ensures differently abled stakeholders can navigate and engage with our premises safely and comfortably. This includes accessible entryways, ramps, elevators, and designated parking spaces. We continuously review and upgrade our infrastructure to ensure that it meets the highest standards of accessibility, reinforcing our commitment to foster an inclusive workplace and operational environment. Further, the Company has installed accessible restrooms that with grab bars, lower sinks, and toilets to cater to the needs of differently abled stakeholders.



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

Response: Yes, the Company has adopted an Equal Opportunity Policy in line with the provisions of the Rights of Persons with Disabilities Act, 2016. This policy is formally notified and ensures that persons with disabilities are provided equal access to employment opportunities, career advancement, training, and a barrier-free work environment. The policy prohibits discrimination on the basis of disability and is applicable across all levels of employment.

As part of its broader Code of Conduct and HR policies, the Company is committed to fostering an inclusive workplace that upholds dignity, respect, and fairness. Dedicated infrastructure and processes have been put in place to support employees with disabilities, including reasonable accommodations where necessary.

The Code of Conduct covering the same is available at the Company's website at:

https://www.unominda.com/uploads/investor/policies/

Code%20of%20Conduct.PDF

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

| Gender | | anent oyees | Permanent Workers | | |
|--------|------------------------|-------------------|------------------------|-------------------|--|
| | Return to work rate | Retention rate | Return to work rate | Retention rate | |
| Male | 94% | 96% | 100% | 99% | |
| Female | 52% | 100% | 50% | 83% | |
| Total | 90% | 87% | 94% | 92% | |

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) |
|-----------------------------------|---|
| Permanent Workers | 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 opportunities to voice concerns, share feedback, and seek redressal in an open and transparent manner. |
| | In addition, the Company has a centrally administered Whistle-Blower Policy, which serves as a formal grievance redressal mechanism, allowing individuals to report concerns confidentially and without fear of retaliation. |
| Other than Permanent Workers | 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. |
| | 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. |
| Permanent Employees | Yes – Uno Minda has a well-established grievance redressal mechanism for permanent employees. 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. |
| | Additionally, Birthday Meetings are conducted regularly, providing an informal yet effective forum for one-on-one interactions between employees and senior leadership, where personal and professional concerns can be shared openly. |
| | Employees also have access to MindaSparsh, the Company's dedicated online grievance redressal portal, enabling them to escalate concerns through a digitised bottom-up communication channel. |
| Other than Permanent Employees | Not Applicable |

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

| Category | FY 2024-25 | | | FY 2023-24 | | | | |
|-------------------------|--|---|-----------|--|---|-----------|--|--|
| | Total employees /workers in respective category (A) | No. of employees / workers in respective category, who are part of association(s) or Union (B) | % (B / A) | Total employees /workers in respective category (C) | No. of employees / workers in respective category, who are part of association(s) or Union (D) | % (D / C) | | |
| | Total Permanent Employees | | | | | | | |
| Male | 3,668 | 0 | 0.0% | 3,026 | 0 | 0 | | |
| Female | 330 | 0 | 0.0% | 263 | 0 | 0 | | |
| Total Permanent Workers | | | | | | | | |
| Male | 8,048 | 779 | 9.6% | 5,750 | 355 | 9.0% | | |
| Female | 1,399 | 28 | 2.0% | 787 | 3 | 1.0% | | |



8. Details of training given to employees and workers:

| Category | | FY 2024-25 | | | | FY 2023-24 | | | | |
|-----------|--------------|------------|---------------------|---------------|---------|--------------|--------|---------------------|--------|-----------------|
| | Total (A) | | Ith and neasures | On : upgra | | Total (D) | | lth and neasures | | Skill dation |
| | | No.(B) | % (B/A) | No.(C) | % (C/A) | | No.(E) | % (E/D) | No.(F) | % (F/D) |
| Employees | | | | | | | | | | |
| Male | 3,668 | 3,668 | 100% | 3,668 | 100% | 3,026 | 3,026 | 100% | 2,602 | 86% |
| Female | 330 | 330 | 100% | 330 | 100% | 263 | 263 | 100% | 218 | 83% |
| Total | 3,998 | 3,998 | 100% | 3,998 | 100% | 3,289 | 3,289 | 100% | 2,796 | 85% |
| | | | | Worke | ers | | | | | |
| Male | 15,887 | 11,747 | 73.94% | 15,887 | 100% | 13,305 | 13,305 | 100% | 10,245 | 77% |
| Female | 3,609 | 2,762 | 76.53% | 3,609 | 100% | 2,911 | 2,911 | 100% | 2,387 | 82% |
| Total | 19,496 | 14,509 | 74.42% | 19,496 | 100% | 16,216 | 16,216 | 100% | 12,973 | 80% |

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

| | FY 2024-25 | | | | ļ | | | |
|--------|------------|--------|---------|-----------|--------|---------|--|--|
| | Total (A) | No.(B) | % (B/A) | Total (C) | No.(D) | % (D/C) | | |
| | Employees | | | | | | | |
| Male | 3,668 | 3,668 | 100% | 3,026 | 3,026 | 100 | | |
| Female | 330 | 330 | 100% | 263 | 263 | 100 | | |
| Total | 3,998 | 3,998 | 100% | 3,289 | 3,289 | 100 | | |
| | | Wo | rkers | | | | | |
| Male | 15,887 | 15,887 | 100% | 13,305 | 13,305 | 100 | | |
| Female | 3,609 | 3,609 | 100% | 2,911 | 2,911 | 100 | | |
| Total | 19,496 | 19,496 | 100% | 16,216 | 16,216 | 100 | | |

10. Health and safety management system:

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

Response: Yes, Occupational Health and Safety Management System has been implemented by our entity. At Uno Minda, we prioritise the safety and wellbeing of our employees and stakeholders above all else, which is clearly stressed in our Environmental Health and Safety (EHS) Policy, readily accessible to the public. Most of our facilities have been certified under ISO 45001 standards for Occupational Health and Safety (OHS) Management Systems. This demonstrates our unwavering commitment to maintaining safe working environments across our workplace. b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity? Response: The Company has implemented various proacting measures such as Hazard Identification

proactive measures such as Hazard Identification and Risk Assessment (HIRA), hazard reporting, incident reporting, and near-miss reporting to systematically identify workplace hazards and evaluate associated risks. Our plants undergo regular safety risk assessments and audits to identify potential hazards and analyse risks. Furthermore, as part of our governance framework, monthly safety committee meetings are convened to review each plant's performance and formulate corrective measures as needed.

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

Response: Yes, the Company has adequate systems and mechanisms in place to ensure that workers safety is never compromised. Employees and workers are actively encouraged to discuss any work-related hazards or health concerns they may encounter. We actively promote open communication about safety issues thereby prioritising the safety and well-being of our employees. The workers can also report potential hazards observed at the workplace promptly via appropriate reporting mechanisms.

By actively encouraging hazard reporting & making them a part of CFT members during HIRA preparation to take all views for identification of all kind of Hazards & Risks, we aim to instil a culture of proactive identification and resolution of safety risks throughout our organisation. This collective effort ensures that every member of our team plays a role in maintaining a safe and secure work environment.

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

Response: Yes, the Company ensures that all employees and workers have access to comprehensive non-occupational medical and healthcare services. Our commitment to the well-being of our workforce extends beyond the workplace, providing them with the necessary support and resources to maintain their health and wellness outside of work.

| | Category | FY 2024-25 | FY 2023-24 |
|--|-----------|------------|------------|
| Lost Time Injury Frequency Rate (LTIFR) (per one | Employees | 0 | 0 |
| Million-person hours worked) | Workers | 0 | 0.05 |
| Total recordable work-related injuries | Employees | 0 | 0 |
| | Workers | 2 | 2 |
| No. of fatalities | Employees | 0 | 0 |
| | Workers | 0 | 0 |
| High consequence work-related injury or ill-health | Employees | 0 | 0 |
| (excluding fatalities) | Workers | 0 | 0 |

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

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

Response: Uno Minda has a systematic approach to manage health and safety risks, beginning with the thorough identification of hazards and a meticulous evaluation of associated risks within our workplace. Subsequently, the Company implements practical control measures aimed at either eliminating or mitigating these risks to an acceptable level and ensure a thorough assessment of potential hazards by utilising proactive hazard identification techniques such as Hazard Identification and Risk Assessment (HIRA), Job Safety Analysis, checklists, hazard surveys, workplace inspections, and audits. To streamline safety reporting, we have established both online portals and offline methods, enabling swift and efficient recording and reporting of safety issues. Additionally, a dedicated EHS personnel is stationed on-site to oversee EHS compliance, uphold worker safety standards, fulfill regulatory requirements, and minimise operational risks. As part of our commitment to continuous improvement, we prioritise effective and regular communication about safety and health aspects, spanning from top management to shop floor workers. To drive safety awareness and knowledge, we conduct regular training and capacity building sessions covering various pertinent topics, provide on-the-job DOJO trainings to new hires, facilitating hands-on learning experiences, as a proactive measure to integrate safety practices from the onset.



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

| | FY 2024-25 | | | FY 2023-24 | | |
|--------------------|-----------------------------|---|---------|-----------------------------|---|---------|
| | 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 |

Note: Regular assessments of all plants and business units are conducted in accordance with the requirements of ISO 14001 and ISO 45001.

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.

Response: Uno Minda carries out periodic internal assessments of all the units and corrective and preventive actions are implemented in response to audit findings. In the event of accidents, thorough investigations are conducted to determine root causes and necessary preventive measures. The findings from the accident investigations, along with corresponding corrective and preventive actions are shared across the organisation and formal compliance is ensured.

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

At our organisation, we prioritise the well-being and security of our employees and workers. We understand the importance of providing comprehensive benefits to support them and their families during challenging times.

Employees Deposit Linked Insurance Scheme (EDLI)

One of the key benefits we offer is through the Employees Deposit Linked Insurance Scheme (EDLI). In the unfortunate event of an employee's demise, this scheme ensures that their family members receive crucial financial assistance. Through EDLI, dependents receive insurance benefits, providing them with a measure of stability and support during difficult period.



Group Personal Accident (GPA) Benefits

In addition to EDLI, we also provide Group Personal Accident (GPA) benefits, covering financial protection to employees in the event of accidents resulting in disabilities or death. It ensures that our employees and their families are safeguarded against unforeseen circumstances, providing peace of mind and security.

Adarsh Nidhi Policy: Supporting Families

Furthermore, Uno Minda introduced the Adarsh Nidhi Policy as an additional measure to support our employees' families. Under this policy, every associate contributes a nominal sum, which collectively forms a fund aimed at aiding the families of deceased associates. In times of loss, this fund provides vital financial assistance to the bereaved family members, helping them cope with the loss.

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

Response: Uno Minda places a strong emphasis on ensuring statutory compliance across its value chain. To

this end, the Company has instituted a comprehensive 19-Point Management Audit Checklist, which is systematically applied during the Quality Management System (QMS) audits conducted at the supplier's end.

This checklist includes explicit evaluation criteria covering compliance with statutory regulations, particularly the deduction and deposition of applicable statutory dues by value chain partners. As part of this process, suppliers are required to demonstrate adherence to key legal and financial obligations.

In addition, the Company has established a standardised framework for reviewing critical financial metrics such as Return on Capital Employed (ROCE), Debt-to-Equity (D/E) Ratio, and Annual Turnover Ratio. These indicators form an essential part of the supplier assessment process, helping to ensure the financial health and statutory integrity of the Company's 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. c employee | of affected s/workers | No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment | | |
|-----------|-------------------------|--------------------------|--|------------|--|
| | FY 2024-25 FY 2023-24 | | FY 2024-25 | FY 2023-24 | |
| Employees | Nil | Nil | Nil | Nil | |
| Workers | Nil | Nil | Nil | Nil | |





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

Response: Yes, the Company provides structured transition assistance programmes to facilitate continued employability and effective career transition, including at the time of retirement or role changes. These initiatives aim to equip employees with the necessary competencies to grow within the organisation or adapt to career transitions effectively. The Company has implemented the following development and transition-focused programmes:

UMANG: A Leadership Development Programme curated for senior leaders (Level B11 and above), focusing on strategic thinking, high-impact decision-making, and organisational transformation to support long-term leadership transition.

MLEAP: Designed for employees at Level B9 and above, this programme prepares future-ready leaders by enhancing their business acumen and leadership competencies through structured, experiential learning.

Transfor-M: A targeted capability-building initiative for middle management (Level B7 to B9), aimed at enhancing managerial effectiveness, cross-functional leadership, and readiness for larger responsibilities.

ASCEND: A development programme for emerging leaders at Levels 5 and 6, focusing on building foundational leadership skills, business understanding, and operational excellence.

FSDC (Functional Skill Development Courses): Continuous skill enhancement opportunities across various functions to ensure employees remain employable and technically competitive throughout their careers.

Plant-Based Training Sessions: These include both functional and behavioral trainings, aligned with business needs and annual training calendars to maintain workforce agility and prepare associates for role transitions.

D-GEMs: A comprehensive onboarding and early development programme for campus hires to ensure their smooth integration, career progression, and long-term engagement.

Talent Pool Programme: This initiative identifies high-potential workers or associates and supports their transition toward managerial roles through focused skill-building, mentoring, and on-the-job development opportunities.



5. Details on assessment of value chain partners:



6. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from assessments of health and safety practices and working conditions of value chain partners:

Response: Following corrective actions are taken or are currently underway to address significant risks and concerns identified through assessments of health and safety practices and working conditions of value chain partners:

- Fire and Human Safety Audits: Dedicated checklists are used to conduct Fire and Human Safety audits at supplier locations.
- Training on basic Hygiene and Safety: Safety and hygiene guidelines are detailed in Uno Minda's Supplier Quality Assurance Manual (SQAM) and are reinforced through quarterly training sessions by the EHS team.
- PPE Usage and Safety Drills: Emphasis is placed on the proper use of Personal Protective Equipment (PPE) and adherence to safety norms.
- Mock drills are conducted and Tier-II suppliers are educated on safety protocols through structured onboarding sessions (DOJO).
- Identified Gaps in Fire Safety risks such as lack of fire hydrant & hose reel systems, absence or malfunctioning of smoke detectors, Inadequate compartmentalisation, Missing or outdated LT Panel Fire Balls, Non-functional fire alarm systems
- Identified Gaps in Human Safety Risks: Absence of double switch buttons for safe machine operation, Missing cam guards and door sensors, Lack of protective guards on moving parts, Corrective Measures and Implementation Support

Uno Minda's internal safety team guides suppliers on closing the above gaps through training and implementation support. Evidence of improvements is tracked through before-and-after condition documentation to ensure closure of safety risks. In cases of significant safety risks, suppliers are mandated to implement corrective measures, with follow-up checks to ensure compliance.



PRINCIPLE

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

04

Essential Indicators:

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

Response: At Uno Minda, key stakeholder groups are identified based on the criteria, the material influence they exert on the Company and the extent to which they are impacted by the Company's decisions and outcomes and Stakeholders who significantly influence or are influenced by Uno Minda's operations, performance, and strategic direction are considered critical to its long-term success.

The Company adopts a structured and dynamic approach to stakeholder identification and engagement. This involves regular assessment and mapping of both internal and external stakeholders to ensure alignment with evolving business priorities and stakeholder expectations. These stakeholders include, but are not limited to, employees, investors, customers, suppliers, government bodies, regulatory authorities, community members, and joint venture partners.

To strengthen relationships and promote responsible decision-making, Uno Minda continuously engages with its stakeholders through various formal and informal channels. Insights gathered from these interactions are systematically reviewed and integrated into the Company's strategies, policies, and operations.

The Stakeholders' Relationship Committee plays a crucial role in this process. It monitors and evaluates stakeholder concerns, ensures timely and transparent communication, and oversees the establishment of effective feedback and grievance redressal mechanisms. This reinforces Uno Minda's commitment to stakeholder inclusivity, accountability, and sustainable value creation.

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 | Training, Conferences, Engagement Surveys, Workshops, Employees involvement in Organisation CSR Activities, Town | Continuous | An Uno Minda, we actively engage with our workforce to seek their feedback on the strategic goals and decisions to enhance overall organisational effectiveness. We employ various channels to facilitate this inclusive communication and engagement: |
| | | Hall, Open Houses, Digital Bulletin Board, Cabinless Offices, and Capturing Voice through Survey | | Town Hall Meetings with the CMD conducted via virtual platforms, where employees at all levels participate. These sessions cover the organisation's vision, goals, achievements, future plans, and strategies. Employees have the opportunity to provide suggestions, ask questions to the senior leadership team, and offer feedback through the chatbox feature. |



| 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 |
|-------------------------------|--|--|---|--|
| | | | | Open Houses organised by every plant's management team, involving both blue-collar and white-collar employees. These sessions allow employees to freely share their thoughts and concerns. All raised concerns are duly assigned to the respective functions with designated timelines for resolution. The status of raised points is transparently communicated and updated on notice boards. |
| | | | | Feedback Surveys conducted through structured mechanisms such as Trainee Feedback surveys, HR Services surveys, PR Services surveys, and Employee Engagement surveys. These surveys provide valuable insights that aid in inclusive decision-making and ensure that the organisation strategises in the best interest of its people. |
| Shareholders and Investors | No | Conferences, annual report, notices, e-mail, investor meetings, general meetings, corporate announcements, newspaper advertisements, press release, investor presentation, quarterly & annual results, corporate website at: "https://www. unominda.com/ investor/disclosures- under-regulation-46- of-the-lodr"Disclosures under Regulation 46 & 62 of LODR | Quarterly and as per the requirement of Companies Act, 2013 and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 | The purpose of the engagement to know the expectation of the investors, their concerns and to take actions accordingly. The Company operates a sustainable business model that aligns with long-term viability and aims to meet the expectations of its shareholders |
| Customers | No | Conferences, customer meets, plant visits and surveys | Continuous | The purpose of the engagement is to enhance our products and services by periodically gathering feedback from our customers to better understand |
| Dealers and Distributors | No | Web Portal, e-Mail, Face to Face meetings | Continuous | their preferences |
| 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 |
|---|--|---|--|--|
| Community | Yes | CSR Activities, Meetings and Briefings, Official Communication Channels, Including Emails, Advertisements, Publications, Websites, and Social Media and Notice Board | Continuous | We carry out need assessment studies to understand the requirements of surrounding communities and develop CSR programmes accordingly. Our community initiatives aim to improve their standard of living and promote overall well-being. |
| Suppliers (Tier 2 Supplier Partner) | No | Supplier communication meeting, supplier satisfaction survey, annual supplier conference, supplier portal – mindaconnect. Com and Gemba visits | Continuous | Regular Gemba visits are conducted to review and sustain safety, system performance, and resolution of bottom-up concerns, focusing on Supplier Growth/3G Performance and expectation. Additionally, surveys on QCDDR are conducted to capture the voice of suppliers, and supplier appreciation meetings are held to improve bonding. Suppliers are onboarded on Minda Connect for daily scheduling, dispatch, and monitoring of their QCDD performance. The Supplier Development and Engagement Framework includes as under: |
| | | | | 1. Supplier growth and 3G performance expectations |
| | | | | Conducting QCDDR surveys to capture supplier feedback |
| | | | | Fostering supplier growth and 3G performance through appreciation and meetings to strengthen relationships |
| | | | | Onboarding suppliers to Uno Minda Connect for daily scheduling, dispatch, payment monitoring, outstanding payment tracking, material tracking, and GRN tracking, among others |
| | | | | Conducting daily/monthly Gemba visits to review and sustain safety, systems, and performance, and addressing their bottom- up concerns |
| Technical Collaborators | No | Steering committee, meetings and plant visits | Continuous | The purpose is to leverage their technological expertise alongside our manufacturing processes and fostering strong customer relationships, to deliver top tier products and solutions on a global scale. |



| 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 | Official Communication Channels, Regulatory Audits/ Inspections, Environmental Compliance, Policy, Intervention, Good Governance, Statutory Corporate Filings | As per the statutory requirements | Government officials' participation and visit projects helps in making them understand the actual ground challenges and ensure timely support for smooth functioning of process. Their frequent visits also strengthen our programmes and ground level and motivate entire community and team withier presence. |
| Public Representatives | No | General meeting with PRI members, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, CSR reports | Continuous | Public representative members participate in community projects campaigns and events to help us to strengthen our programmes, its functioning and substantial outcome at ground. Their frequent visits also motivate working team and beneficiaries. Their participation adds value and sense of ownership in community work. |

Leadership Indicators:

 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.

Response: The engagement process between stakeholders and the board is conveyed and deliberated upon through the members of the Group functional committee and direct interactions with management. Members of the functional committee, selected from diverse regions, coordinate visits for board members and senior management alongside the central CSR team at various CSR centres. This setup enables stakeholders to interact directly with the Chair and board members, sharing insights on the benefits they receive from these centres and proposing potential areas for enhancement, if necessary. The gathered feedback and testimonials are subsequently relayed to the functional committee for timely implementation.

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.

Response: Uno Minda recognises that effective stakeholder engagement is crucial for achieving its sustainability goal of inclusive growth. The Company has established structured processes to identify, prioritise, and address stakeholder concerns across its various businesses and units. These processes are continuous, and systematic, and ensure transparent communication. Mechanisms are in place to facilitate meaningful dialogues, identify material concerns, and address them equitably. Regular interactions with community members and Panchayati Raj Institution (PRI) representatives help initiate community-focused projects. Comprehensive assessments are conducted to understand local needs, allowing tailored programme development. Additionally, the Company evaluates material topics based on insights from internal stakeholders. This materiality assessment has guided the identification of key ESG priorities, leading to necessary updates in policies and procedures to align with stakeholder expectations and business sustainability.

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

We have actively engaged with marginalised communities through our flagship initiative, Samarth-Jyoti. Our vocational training programmes in cutting and tailoring, as well as beauty culture, have empowered numerous women to achieve self-sufficiency and secure a respectable livelihood. Upon completing the course, these women have pursued independent work from home, secured employment, and participated in Self-Help Groups. Many of these women belong to migrant populations who relocated with their husbands in search of better economic opportunities.

Self-Help Groups (SHGs) provide community women with essential financial support. During the lockdown, all trained and skilled workers within our community were assigned various need-based tasks. The Self-Help Groups regularly produce a range of products, including masks, hospital aprons, bedsheets, pillow covers, and earrings, catering to local industries and vendors. Notably, during the COVID pandemic, our operational plants sourced all masks from these local members. It is important to highlight that we have created a platform for them to receive orders based on the requirements of local industries, thereby facilitating stable and consistent economic benefits.



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:

| | | FY 2024-25 | | FY 2023-24 | | | |
|-------------------------|--------------|---|----------|--------------|--|---------|--|
| Category | Total (A) | No. of Employees/ Workers covered (B) | % (B/A) | Total (C) | No. of Employees/ Workers covered (C) | % (C/A) | |
| | | E | mployees | | | | |
| Permanent | 3,998 | 3,998 | 100% | 3,289 | 3,289 | 100% | |
| Other than Permanent | 0 | 0 | 0 | 0 | 0 | 0 | |
| Total | 3,998 | 3,998 | 100% | 3,289 | 3,289 | 100% | |
| | | | Workers | | | | |
| Permanent | 9,447 | 9,447 | 100% | 6,537 | 6,537 | 100% | |
| Other than Permanent | 10,049 | 10,049 | 100% | 9,679 | 9,679 | 100% | |
| Total | 19,496 | 19,496 | 100% | 16,216 | 16,216 | 100% | |

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

| | | FY 2024-25 | | | | | FY 2023-24 | | | |
|---------------------|-------|------------|------------------|------------|------------|----------|------------|------------------|---------------------------|---------|
| Category | Total | | al to ım Wage | | | Total | | al to ım Wage | More than Minimum Wage | |
| | (A) | No.(B) | % (B/A) | No.(C) | % (C/A) | (D) | No.(E) | % (E/D) | No.(F) | % (F/D) |
| Permanent Employees | | | | | | | | | | |
| Male | 3,668 | 0 | 0 | 3,668 | 100% | 3,026 | 0 | 0 | 3,026 | 100% |
| Female | 330 | 0 | 0 | 330 | 100% | 263 | 0 | 0 | 263 | 100% |
| | | | Oth | er than Pe | ermanent E | mployees | 5 | | | |
| Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Perma | nent Work | ers | | | | |
| Male | 8,048 | 0 | 0 | 8,048 | 100% | 5,750 | 0 | 0 | 5,750 | 100% |
| Female | 1,399 | 0 | 0 | 1,399 | 100% | 787 | 0 | 0 | 787 | 100% |
| | | | Ot | her than F | Permanent | Workers | | | | |
| Male | 7,839 | 0 | 0 | 7,839 | 100% | 7,555 | 0 | 0 | 7,555 | 100% |
| Female | 2,210 | 0 | 0 | 2,210 | 100% | 2,124 | 0 | 0 | 2,124 | 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 |
| Board of Directors (BoD)* | 8 | NA | 2 | NA |
| Key Managerial Personnel | 5 | 6,78,94,992 | 0 | NA |
| Employees other than BoD and KMP | 3,663 | 73,296 | 330 | 50,608 |
| Workers | 15,887 | 18,815 | 3,609 | 18,820 |

*The Executive Chairman, Managing Director and Whole-time Director receive remuneration, which is mentioned in the KMP Row.

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

| | FY 2024-25 | FY 2023-24 |
|---|------------|------------|
| Gross wages paid to females as % of total wages | 5.16% | 13.5% |



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)

Response: Yes, Uno Minda established Committees at various levels within the organisation - Plant level, Region level, and Central level to effectively address and mitigate any human rights impacts/concerns or issues that may arise through proper investigation mechanism.

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

Response: Uno Minda is committed to uphold human rights across all areas of its operations and stakeholder engagement. The Company has instituted robust internal mechanisms to address grievances related to human rights, with a strong emphasis on fairness, confidentiality, and non-retaliation. Our Whistle-Blower Policy and Code of Conduct serve as the foundation for ethical governance, allowing employees and stakeholders to raise concerns including those related to human rights without fear of discrimination or retaliation. An independent Ethics Helpline is available to all employees for confidential reporting. Additionally, we have fostered an open and inclusive culture through regular town halls, open-house discussions, monthly engagement meetings, and cabinless office environments. A two way employee feedback mechanism, including surveys and suggestion systems, further ensures that concerns are captured and addressed proactively.

Beyond the workforce, Uno Minda maintains targeted grievance redressal frameworks for other key stakeholders. Customers can raise concerns through satisfaction surveys, conferences, plant visits, and our structured feedback process. Suppliers are engaged through Mindaconnect.com, supplier conferences, and Gemba visits, which also serve as forums for addressing grievances. Community-level concerns are managed through CSR platforms, outreach activities, social media channels, and local communications. Investors and shareholders are supported by a transparent grievance mechanism that includes direct access via emails, investor portals, and periodic meetings. For technical collaborators, structured Steering Committee meetings and site visits provide a forum to discuss and resolve issues, ensuring that ethical standards, including human rights considerations, are upheld across all partnerships.

POSH Policy Code of Conduct for Employees Code of Conduct for Suppliers Nomination and Remuneration Policy Policy to Promote Diversity on the Board of Directors.

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

| | FY 2024-25 | | | FY 2023-24 | | | |
|-----------------------------------|-----------------------------|--|---------------------------|-----------------------------|--|---|--|
| Particulars | 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 | 2 | 1 | 1 case under review | 4 | 1 | 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:



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

Response: At Uno Minda, we are committed to fostering a safe, inclusive, and respectful workplace. As outlined in our Prevention of Sexual Harassment at Workplace (POSH) Policy, robust mechanisms are in place to ensure that complainants and witnesses are protected from any form of retaliation, victimisation, or discrimination while dealing with complaints of sexual harassment or workplace misconduct.

The Company ensures that no employee who reports a genuine concern faces any reprisal. Depending on the sensitivity of the case, the Internal Complaint Committee (ICC) may recommend protective measures such as granting paid leave to the complainant to shield them from undue pressure during the investigation process.

Strict disciplinary action is initiated against any form of retaliation. In cases where the respondent is found to have victimised or discriminated against the complainant or witnesses, the matter is reported to the IC, which in turn recommends appropriate action to the employer.

At the same time, the Company maintains a balanced approach by discouraging abuse of the grievance mechanism. Any employee found to have maliciously misused the process by filing false allegations is also subject to disciplinary action.

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

Response: Yes, human rights requirements form an integral part of our business agreements and contracts. Uno Minda is committed to conduct business with the highest standards of ethics, integrity, and respect for human rights. These standards are clearly outlined in the Company's Code of Conduct and are embedded into our contractual obligations with suppliers, vendors, and other business partners.

Further, our Supplier Quality Assurance Manual (SQAM) explicitly defines expectations regarding fair labor practices, non-discrimination, safe working conditions, and prohibition of child or forced labor. These principles are communicated during the partner onboarding process and reinforced through ongoing engagement, audits, and compliance reviews.

10. Assessments for the year:

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

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

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

Leadership Indicators

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

Response: Uno Minda is committed to uphold and advance human rights across all facets of its operations. In response to stakeholder feedback and the evolving landscape of human rights due diligence, the Company has developed a dedicated Human Rights Policy. We have also introduced enhanced training and awareness programmes focused on human rights, ethical conduct, and inclusivity, embedded within our existing Code of Conduct training. These programmes are delivered across employee levels and extended to key business partners. Additionally, we are reinforcing human rights compliance by updating our contractual agreements and supplier onboarding processes to include explicit human rights clauses. 2. Details of the scope and coverage of any Human rights due diligence conducted.

Response: Uno Minda ensures full compliance with all statutory provisions related to human rights across all facilities, maintaining a 100% adherence record. We conduct regular internal and external inspections to perform thorough due diligence and safeguard human rights throughout our operations.

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

Response: Yes, Uno Minda is committed to full compliance with the Rights of Persons with Disabilities Act, 2016, and has taken necessary steps to make its premises accessible and inclusive for differently abled visitors. Our newer buildings and office facilities are fully aligned with the accessibility norms prescribed under the Act. These include features such as ramp access at entry and exit points, wide doorways, handrails, accessible washrooms, dedicated parking spaces, and wheelchair-friendly movement paths to ensure a barrierfree environment.

For our older facilities, we have initiated a phased retrofitting plan to bridge accessibility gaps. Regular facility audits and stakeholder feedback guide our continuous improvement process, reinforcing our commitment to building an inclusive infrastructure for all visitors and employees.

4. Details on assessment of value chain partners:





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



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PRINCIPLE

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

6

Essential Indicators:

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

| Parameter | FY 2024-25 (GJ) | FY 2023-24 (GJ) |
|---|-----------------|-----------------|
| From renewable sources | | |
| Total electricity consumption (A) | 1,52,674 | 1,18,738 |
| Total fuel consumption (B) | 19,675 | 20,539 |
| Energy consumption through other sources (C) | 0 | 0 |
| Total energy consumption from renewable sources (A+B+C) | 1,72,349 | 1,39,276 |
| From non-renewable sources | | |
| Total electricity consumption (D) | 5,91,868 | 3,83,010 |
| Total fuel consumption (E) | 11,54,527 | 4,12,995 |
| Energy consumption through other sources (F) | 0 | 0 |
| Total energy consumed from non-renewable sources (D+E+F) | 17,46,396 | 7,96,005 |
| Total energy consumed (A+B+C+D+E+F) | 19,18,745 | 9,35,281 |
| Energy intensity per million rupee of turnover (GJ/million ₹) (Total energy consumption/million ₹ turnover in rupees) | 15.40 | 10.41 |
| 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\$) | 318 | 233.22 |
| Energy intensity in terms of physical output (total energy consumed in GJ/ count of products manufactured during the FY) (GJ/product) | 0.005 | 0.003 |
| Energy intensity (optional) – the relevant metric may be selected by the entity | 0.005 | 0.003 |

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 LLP 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.

Response: The Company is not included in the Performance, Achieve and Trade (PAT) Scheme of Indian Government.



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

| Parameter | FY 2024-25 | FY 2023-24 |
|---|------------|------------|
| Water withdrawal by source (in kilolitres) | | - |
| (i) Surface water (Ponds, lakes and rivers) | 28,604 | 70 |
| (ii) Groundwater (Borewell) | 4,26,296 | 2,48,453 |
| (iii) Third party water (Tanker water and Municipal Supply) | 4,04,633 | 2,72,650 |
| (iv) Seawater / desalinated water | 0 | 0 |
| (v) Bottled water | 0 | 0 |
| Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v) | 8,59,533 | 5,21,173 |
| Total volume of water consumption (in kilolitres) | 8,21,697 | 4,45,598 |
| Water intensity per Million rupee of turnover (Water consumed/Million ₹ turnover) (KL per Million ₹) | 6.59 | 4.96 |
| 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\$)) | 136.5 | 111.12 |
| Water intensity in terms of physical output (Total water consumption in KL/ Count of products manufactured during the year) (KL/product) | 0.002 | 0.001 |

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 LLP on BRSR Core Indicators

4. Provide the following details related to water discharged:

| Parameter | FY 2024-25 | FY 2023-24 |
|---|------------|------------|
| Water discharge by destination and level of treatment (in kilolitres) | | - |
| (i) To Surface water | | |
| - No treatment | 0 | 0 |
| - With treatment – please specify level of treatment | 0 | 0 |
| (ii) To Groundwater | | |
| - No treatment | 0 | 0 |
| - With treatment – please specify level of treatment | 91,376 | 71,354 |
| (iii) To Seawater | | |
| - No treatment | 0 | 0 |
| - With treatment – please specify level of treatment | 0 | 0 |
| (iv) Sent to third-parties | | |
| - No treatment | 5,401 | 4,222 |
| - With treatment – please specify level of treatment | 31,093 | 0 |
| (v) Others | | |
| - No treatment | 0 | 0 |
| - With treatment – please specify level of treatment | 0 | 0 |
| Total water discharged (in kilolitres) | 1,27,870 | 75,576 |

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 LLP by BRSR Core indicators

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

Response: All operational sites are zero-liquid discharge facilities, ensuring that no effluent is released outside the premises. Each location is equipped with a Sewage Treatment Plant (STP) and an Effluent Treatment Plant (ETP). The ETP process comprises 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 elimination of colour and odor. The treated water is reused for non-potable applications such as gardening, toilet flushing, and industrial processes, thereby promoting circular water usage. 6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

| Parameter | Please specify unit | FY 2024-25 | FY 2023-24 |
|--|------------------------|---------------|---------------|
| NOx | Tons | 3.23 | 2.5 |
| SOx | Tons | 1.30 | 0.6 |
| Particulate Matter (PM10) | Tons | 1.73 | 1.2 |
| Particulate Matter (PM2.5) | Tons | NA | NA |
| Persistent organic pollutants (POP) | Tons | 0.0 | 0.0 |
| Volatile organic compounds (VOC) | Tons | 0.01 | 0.0 |
| Hazardous air pollutants (HAP) | Tons | 0.0 | 0.0 |
| Others – please specify | Tons | 0.0 | 3.0 |

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 LLP by BRSR Core indicators

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

| Parameter | Unit | FY 2024-25 | FY 2023-24 |
|---|--|------------|------------|
| Total Scope 1 emissions (Break-up of the GHG into CO_2 , CH_4 , N_2O , HFCs, FCs, SF ₆ , NF ₃ , if available) | Metric tonnes of CO ₂ equivalent | 73,662 | 27,621 |
| Total Scope 2 emissions (Break-up of the GHG into CO_2 , CH_4 , N_2O , HFCs, PFCs, SF ₆ , NF ₃ , if available) | Metric tonnes of CO ₂ equivalent | 1,19,525 | 76,176 |
| Total Scope 1 and Scope 2 emissions intensity per Million rupees of turnover | Metric tonnes of CO ₂ equivalent per Million ₹ | 1.54 | 1.16 |
| 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 ₂ equivalent per Million US\$ | 31.81 | 25.90 |
| Total Scope 1 and Scope 2 emission intensity in terms of physical output (Total Scope 1 & 2 emissions/Count of products manufactured during the FY) | Metric tonnes of CO ₂ equivalent per product | 0.00049 | 0.00034 |

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 LLP by BRSR Core indicators



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

Yes, we have undertaken several initiatives aimed at reducing Greenhouse Gas (GHG) emissions. Our decarbonisation strategy focuses on minimising Scope 1 and Scope 2 emissions across our operations through the following measures:

- 1. Optimisation of fossil fuel usage in manufacturing processes to enhance energy efficiency
- 2. Adoption of cleaner fuels such as biodiesel, bio-CNG, and transitioning from HSD to PNG
- 3. Implementation of ongoing energy conservation initiatives to reduce overall energy consumption
- 4. Shift towards renewable electricity sources, including the installation of rooftop solar panels and procurement through open access renewable energy
- 5. Deployment of waste heat recovery systems to improve energy utilisation and reduce emissions.

These efforts are aligned with our commitment to climate action and sustainable operations.

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

| Parameter | FY 2024-25 | FY 2023-24 |
|---|------------|------------|
| Total Waste generated (in metric tonnes) | | |
| Plastic waste (A) | 1,936.37 | 1,807 |
| E-waste (B) | 184.17 | 386 |
| Bio-medical waste (C) | 0.032 | 0 |
| Construction and demolition waste (D) | 0 | 0 |
| Battery waste (E) | 108.49 | 0 |
| 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 socked clothes, Used Filter, Empty Container, Electronic Waste, Battery Waste) (G) | 3,185.54 | 1,985 |
| Other Non-hazardous waste generated (Metal waste, Plastic waste, STP Sludge, Poly Bag, Wooden, Solder Dross, Corrugated Boxes) (H) . | 11,396 | 6,170 |
| Total waste generated (A+B+C+D+E+F+G+H)* | 16,810.60 | 10,348 |
| Waste intensity per Million rupees of turnover (MT/Million ₹) (Total waste generated per Million rupee of turnover) | 0.14 | 0.12 |
| 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\$)) | 3.08 | 2.58 |
| Waste intensity in terms of physical output (total waste generated/count of products manufactured during the FY) (MT/product) | 0.000048 | 0.000034 |
| For each category of waste generated, total waste recovered | | |
| reusing or other recovery operations (in metric | | |
| (i) Recycled | 10,847 | 4,153 |
| (ii) Re-used | 147 | 176 |
| (iii) Other recovery operations | 789 | 1,202 |
| Total | 11,783 | 5,531 |
| For each category of waste generated, total waste disposed of by nature of | • | |
| (i) Incineration | 713 | 411 |
| (ii) Landfilling | 3,251 | 151 |
| (iii) Other disposal operations | 963 | 4,254 |
| Total | 4,927 | 4,816 |

*At certain sites, waste generation has been recorded as equivalent to waste disposal. Moving forward, appropriate segregation and classification will be implemented to ensure accurate reporting.

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 LLP for BRSR Core indicators

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.

Response: All the Hazardous waste is collected separately and following below management practices are adopted in our establishment.

| Sr. No. | Type of Hazardous waste | Mode of Disposal |
|---------|--|-------------------------------------|
| 1 | Used Oil | |
| 2 | Coolant mixed water | Sent to DCD Authorized regular |
| 3 | Empty Container (Oil, thinner, paint, grease etc.) | Sent to PCB Authorised recycler |
| 4 | Batteries/Electronic Waste | |
| 5 | Sludge from wet scrubber | Sent to PCB Authorised Landfill |
| 6 | ETP Sludge | Sent to PCB Authonsed Landhin |
| 7 | Paint sludge/lacquer waste | |
| 8 | Oily socked clothes | Sent to PCB Authorised Incineration |
| 9 | Used Filter | |

We adopt 6R strategy - Refuse, Rethink, Reduce, Reuse, Repair, and Recycle to reduce of hazardous and toxic chemicals in our products and processes and to manage Hazardous waste.

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

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

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

Response: 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:

| Sr. 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 | | |
|---------|--|---------------------------------------|---|--------------------------------|--|--|
| | Yes, all entities are in compliance with the applicable environmental laws, regulations, and guidelines in India, including the Water (Prevention and Control of Pollution) Act, and the Environment | | | | | |
| | | (Protection) Act | and the rules framed thereunder. | | | |



Leadership Indicators

 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

- 1. UML-Switch Division, Manesar
- 2. UML-Switch Division, Pune
- 3. UMEV Farrukhnagar
- 4. UML-Controller Division, Pune
- 5. UML-Lighting Division, Chennai
- 6. UML-Lighting Division, Manesar
- 7. UML-Acoustic Division (DTA), Manesar
- 8. UML-Fuel Cap Division, Manesar
- 9. UML Seating, Chennai
- 10. UML-Alloy Wheel (2W) Division, Gujarat
- 11. Kosei Minda Aluminium Company Pvt Ltd, Chennai
- 12. UML Aftermarket
- (ii) Nature of operations: Water consumption

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

| Parameter | FY 2024-25 | FY 2023-24 |
|--|------------|------------|
| Water withdrawal by source (in kilolitres) | | |
| (i) Surface water | 0 | 0 |
| (ii) Groundwater (Borewell) | 80,412 | 1,15,733 |
| (iii) Third party water (Municipal Supply + Tanker) | 2,42,647 | 19,807 |
| (iv) Seawater / desalinated water | 0 | 0 |
| (v) Others | 0 | 0 |
| Total volume of water withdrawal (in kilolitres) | 3,23,059 | 1,35,540 |
| Total volume of water consumption (in kilolitres) | 3,23,059 | 1,35,540 |
| Water intensity per Million rupee of turnover (KL/Million ${f \overline{v}}$) (water consumed | 2.59 | 1.51 |
| (KL)/turnover rupee (Million ₹)) | | |
| Water intensity (optional) – the relevant metric may be selected by the entity | 0.00081 | 0.00045 |
| (KL/product) (Total water consumption in KL in areas of water stress/ count of | | |
| products manufactured during the FY) | | |
| Water discharge by destination and level of treatment (in kilolitres) | | |
| (i) Into Surface water | | |
| - No treatment | 0 | 0 |
| - With treatment – please specify level of treatment | 0 | 0 |
| (ii) Into Groundwater | | |
| - No treatment | 0 | 0 |
| - With treatment – please specify level of treatment | 0 | 0 |



| Parameter | FY 2024-25 | FY 2023-24 |
|--|------------|------------|
| (iii) Into Seawater | | |
| - No treatment | 0 | 0 |
| - With treatment – please specify level of treatment | 0 | 0 |
| (iv) Sent to third-parties | | |
| - No treatment | 0 | 0 |
| With treatment – please specify level of treatment | 0 | 0 |
| (v) Others | | |
| - No treatment | 0 | 0 |
| With treatment – please specify level of treatment | 0 | 0 |
| Total water discharged (in kilolitres) | 0 | 0 |

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

| Parameters | Unit | FY 2024-25 | FY 2023-24 | |
|--|--|---|---|--|
| Total Scope 3 emissions (Break-up of the GHG into CO_2 , CH_4 , N_2O , HFCs, PFCs, SF ₆ , NF ₃ , if available) | Metric tonnes of CO ₂ equivalent | The Company is | The Company is | |
| Total Scope 3 emissions per rupee of turnover | Metric tonnes of CO ₂ equivalent | currently in the process of calculating Scope 3 emissions | currently in the process of calculating Scope 3 emissions | |
| Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity | Metric tonnes of CO ₂ equivalent | | Scope 3 emissions | |

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.

Response: 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 |
|---|--|---|--|
| 1 | STP installation and upgradation | We commissioned a new EV systems plant in Farrukhnagar. Additionally, a Sewage Treatment Plant (STP) was installed in compliance with consent requirements, while the remaining units are equipped with Effluent Treatment Plants (ETP) or STPs, all of which meet the necessary regulatory standards. | We established a new EV systems plant in Farrukhnagar. In addition, an STP was installed in accordance with consent requirements, and the remaining units are equipped with ETP or STP systems that also comply with these regulatory standards. |
| 2 | STP upgradation | The Sewage Treatment Plants (STPs) at Uno Minda's Casting Hosur, UML Casting Bawal, and Minda Kosai Bawal facilities were upgraded during the reporting period. | During the reporting period, the Sewage Treatment Plants (STPs) at UML Casting Hosur, UML Casting Bawal, and Minda Kosai Bawal were upgraded to enhance their operational efficiency and compliance. |
| 3 | 100% PNG- based GG, DFK & RECD installation in existing DG | Natural gas is a more efficient fuel than diesel, providing a higher energy content. Transitioning to Piped Natural Gas (PNG) reduces overall fuel consumption, lowers maintenance needs, extends the lifespan of furnace equipment, and ultimately leads to long-term cost savings for the organisation. | The shift reduces greenhouse gas emissions and air pollutants, reduces greenhouse gas emissions and air pollutants, enhancing operational efficiency and cost- effectiveness. |
| 4 | HSD to PNG conversion for furnace | The conversion process involves retrofitting existing furnace systems to utilise Piped Natural Gas (PNG) as the primary fuel source. This initiative marks a strategic transition toward cleaner and more sustainable energy solutions within industrial operations. The shift from High-Speed Diesel (HSD) to PNG reflects a proactive approach to reducing environmental impact while simultaneously improving operational efficiency. | PNG is a cleaner-burning fuel compared to HSD, leading to lower emissions of pollutants such as sulphur dioxide, nitrogen oxides, and particulate matter. It also enhances energy efficiency and delivers cost savings by reducing overall operational expenses. |
| 5 | Re- use of water with water treatment (water softener & Industrial RO) | The water softening process removes hardness- causing minerals such as calcium and magnesium, improving water quality and preventing scale buildup in equipment and pipelines. This, in turn, extends the lifespan of industrial assets, reduces maintenance costs, and minimises downtime. Complementing the water softening system, the Industrial RO (Reverse Osmosis) technology uses a semi-permeable membrane to filter impurities, contaminants, and dissolved solids from water, producing high-quality permeate that meets rigorous quality standards. | Through the implementation of water reuse systems, we aim to reduce our water footprint and optimise the use of available resources. |
| 6 | Scrubber, ETP & STP available at Hosur | Our Effluent Treatment Plant (ETP) and Sewage Treatment Plant (STP) play a vital role in treating wastewater generated from our industrial processes and facilities. Additionally, the scrubber is essential in reducing air pollution by removing harmful pollutants and particulate matter from industrial exhaust gases, ensuring our emissions meet stringent environmental regulations. | Prevention of air and water pollution. |

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

Response: Uno Minda prioritises Business Continuity Planning (BCP) as a key element of its Risk Management policy, ensuring seamless operations during challenging times. The company's risk mitigation strategy focuses on safeguarding uninterrupted business operations for long-term sustainability and stakeholder well-being. A comprehensive business continuity and disaster management plan is in place across all manufacturing sites. the significance of Business Continuity Planning (BCP) as outlined in its Risk Management policy (refer to: - https://www.unominda.com/uploads/investor/policies/risk%20management%20 policy.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.

Response: No significant risks or concerns related to adverse environmental impact were identified during onsite supplier assessments. As a proactive measure, the Company also conducts training programmes to raise awareness among suppliers about potential environmental impacts and promote responsible practices.

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

Response: 59%

- 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.

[0]

Essential Indicators:

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

Response: Seven

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.

| Sr. No. | Name of the trade and industry chambers/associations | Reach of trade and industry chambers/ associations (State/ National) |
|---------|--|--|
| 1 | FICCI (Federation of Indian Chambers of Commerce & Industry) | National |
| 2 | Confederation of Indian Industry (CII) | National |
| 3 | ACMA (Automotive Component Manufacturers Association of India) | National |
| 4 | Indo American Chamber of Commerce | National |
| 5 | Associated Chambers of Commerce and Industry of India (ASSOCHAM) | National |
| 6 | PHD Chamber of Commerce and Industry (PHDCCI). | National |
| 7 | 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.

Response: 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) | Web Link, if available | | |
|------------|----------------------------|---|--|--|---------------------------|--|--|
| | Nil | | | | | | |

PRINCIPLE

Businesses should promote inclusive growth and equitable development.

Essential Indicators:

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

Response: 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:

Response: Not applicable

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

Response: We have established effective mechanisms to receive and redress grievances from the community, ensuring that their concerns are heard and addressed promptly. Grievances are initially raised through informal channels during regular interactions with villagers, community members, and local Panchayati Raj Institution (PRI) representatives. These interactions take place frequently, creating an open line of communication where immediate local issues can be identified and resolved quickly. By fostering strong relationships with key community stakeholders, we ensure that grievances are addressed promptly and transparently, reinforcing our commitment to community well-being and building trust within the areas we serve.

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

| | FY 2024-25 | FY 2023-24 |
|--|------------|------------|
| Directly sourced from MSMEs/ small producers | 39.07% | 24% |
| Sourced directly from within the district and neighbouring districts | 80.10% | 78% |

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 2024-25 | FY 2023-24 |
|--------------|------------|------------|
| Rural | 45.8% | 5.33% |
| Semi-urban | 1.9% | 5.86% |
| Urban | 18.9% | 22.80% |
| Metropolitan | 33.4% | 66.01% |

Note: Places are to be categorised as per RBI Classification System- rural/semi-urban/urban/metropolitan



Leadership Indicators:

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

Response: 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 | Project | Schedule | Project Location/s | Project Location/s | Total Amount |
|-------------------------|------------------|----------|--------------------|----------------------|------------------|
| of Agency | Title | 7 | (State) | (District) | Spent (In Lakhs) |
| Nirmal Minda Foundation | Samarth Jyoti | Yes | Uttarakhand | Udham Singh Nagar | 23,00,000 |

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

> Response: Uno Minda follows a standard operating procedure for managing long-term strategic suppliers. While there is no specific policy for preferential procurement from marginalised or vulnerable groups, the Company does engage with small and medium enterprises, which may include representation from such groups.

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

Response: Not Ascertained

- (c) What percentage of total procurement (by value) does it constitute?
- 4. the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:



Not Applicable

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

| Name of authority | Brief of the Case | Corrective action taken |
|----------------------|-------------------|-------------------------|
| | Not Applicable | |

6. Details of beneficiaries of CSR

| Sr. no | CSR Project | No. of persons benefitted from CSR Projects | % of beneficiaries from vulnerable and marginalised groups |
|-----------|---|---|--|
| 1 | Samarth-Jyoti Vocational Training Programme | 927 | 90% |
| 2 | The Suman Nirmal Minda School Hosur & Detroj | 1,088 | 75% |
| 3 | Samarth-Jyoti Education Programme | 960 | 90% |
| 4 | Samarth-Jyoti Vocational IT literacy Programme | 3,756 | 80% |
| 5 | Samarth-Jyoti collaborative Projects (Special Projects) | 20,807 | 70% |

THE SUMAN NIRMAL MINDA SCHOOL



PRINCIPLE

9

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

Essential Indicators:

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

Response: Uno Minda has a well-established mechanism for efficiently receiving and addressing consumer complaints. Consumers can register their concerns via a toll-free number or a dedicated marketing email. A third-party service handles complaint reception and redirects them to the appropriate sales team based on the issue. For direct OEM customer matters, Key Account Managers maintain regular communication to resolve any concerns.

Uno Minda has a robust and multi-channel mechanism in place to receive and respond to consumer complaints and feedback. Consumers can reach out to the Company directly or through their point of purchase using various platforms such as email, website forms, and a toll-free number. Complaints or enquiries received via email or website forms are promptly addressed through email or telephonic communication. Additionally, the toll-free helpline enables consumers to receive real-time assistance and resolution over the call. The Company ensures quick, accessible, and efficient handling of consumer concerns, reinforcing its commitment to customer satisfaction.

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 | 99% |
| Safe and responsible usage | 100% |
| Recycling and/or safe disposal | 100% |

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

| | FY 2024-25 | | | FY 2023-24 | | |
|--------------------------------|--------------------------------|---|---------|--------------------------------|---|---------|
| | 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 | Not Applicable |
| Forced recalls | Nil | Not Applicable |



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

Response: Yes, Uno Minda has established a robust and comprehensive Information Technology and Information Security framework to proactively safeguard against data breaches, cyber threats, and operational disruptions. This framework is designed to ensure the confidentiality, integrity, and availability of digital assets across the organisation. We have adopted global best practices and hold certifications such as ISO 27001:2022 (Information Security Management System) and ISO 27701:2019 (Privacy Information Management System) at our Group R&D Centre, in addition to achieving the TISAX label where applicable. Our internal controls are reinforced through regular ISMS-based audits and external cybersecurity assessments, ensuring continuous improvement and system resilience.

To further strengthen our cyber defence posture, Uno Minda has deployed a comprehensive suite of advanced security technologies including Endpoint Detection & Response (EDR), Data Leak Prevention (DLP), Data Classification Systems (DCS), Identity & Access Management (IDAM) with Multi-Factor Authentication (MFA), Single Sign-On (SSO), Disk Encryption, and Security Operations Center (SOC) monitoring. Networklevel defenses such as Web Application Firewalls (WAF), Software-Defined Wide Area Network (SD-WAN) and Cloud Security Solutions are also in place. In addition, our Business Continuity Plan (BCP) and Disaster Recovery (DR) mechanisms ensure seamless operations during crisis events. Through continuous enhancements and strict governance, we remain committed to building a secure and resilient digital ecosystem.

The aforesaid cybersecurity and risk related to data privacy Policies can be accessed via the link. https:// www.unominda.com/uploads/Investor/2023/UML%20 privacy%20policy.pdf

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

Response: There have been no reported complaints related to advertising, delivery of essential services, cybersecurity, data privacy, product recalls, or regulatory actions on product safety. However, the Company has established a robust mechanism to promptly identify and resolve any consumer-related issues as they arise.



- 7. Provide the following information relating to data breaches:
 - a. Number of instances of data breaches Response: Nil
 - b. Percentage of data breaches involving personally identifiable information of customers Response: Nil
 - c. Impact, if any, of the data breaches Response: Nil

Leadership Indicators:

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

Response: 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/
- 3. Uno Minda Instagram: https://www.instagram.com/unominda/?igsh=MTZ6bTVsM3l1Nnc2bg%3D%3D#
- 4. Uno Minda Facebook: https://www.facebook.com/UnoMindaGroup?mibextid=LQQJ4d

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

Response: At Uno Minda, ensuring the safe and responsible use of our products is a fundamental part of our commitment to consumer well-being and product stewardship. Although our products are primarily supplied to OEMs who integrate them into vehicles for end users, we take proactive steps to educate and inform consumers whenever we directly interface with them. We ensure that every product reaching the end user is accompanied by clear and comprehensive information, including regulatory declarations, usage guidelines, and critical safety instructions such as proper handling and safe battery disposal procedures which are prominently displayed on the product packaging.

Our focus on consumer safety and awareness reflects our dedication to responsible manufacturing and sustainable product lifecycle management. By equipping users with the necessary knowledge to use our products safely and effectively, we reinforce our commitment to product responsibility and customer trust.

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

Response: At Uno Minda, we recognise the critical importance of Business Continuity Planning (BCP) within our Risk Management framework. We have robust mechanisms in place to manage disruptions and ensure essential services remain uninterrupted, even in challenging situations. Our BCP strategy is focused on safeguarding the interests of all stakeholders and maintaining long-term sustainability. Details of our approach can be found in our Risk Management policy on our 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)

Response: Yes, The Company ensures that product information displayed on packaging not only complies with applicable local laws but also exceeds mandated requirements wherever applicable. For products supplied directly to OEMs, packaging includes all necessary details as per OEM specifications and in alignment with legal norms. In cases where products are distributed directly to end-users, we take additional steps to ensure that all relevant product and safety-related information such as usage instructions, handling precautions, and regulatory disclosure are clearly mentioned on the packaging, to ensure consumer safety and informed usage.

Customer centricity is deeply embedded in Uno Minda's core values. As part of our ongoing efforts to enhance customer experience, we regularly conduct customer satisfaction surveys across key locations and product categories. These surveys capture critical feedback on areas such as product quality, timely delivery, commercial dealings, product handling, people responsiveness, and communication effectiveness. The feedback received has consistently indicated a high level of customer satisfaction, validating our dedication to continuous improvement and stakeholder engagement.



Independent Assurance Statement

To, 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 2024-25.

Introduction and objective of engagement

Uno Minda Limited (the 'Company') has developed its Business Responsibility and Sustainability Report ('BRSR') including the BRSR Core Indicators¹, 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 LLP (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 2024 to 31st March 2025.

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 organisation. 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 (Business Responsibility & Sustainability Report).

Scope & boundary of assurance

We have assured the BRSR Core Indicators¹, (as set out under Appendix 1 to this statement), pertaining to the Company's nonfinancial performance for the period 1st April 2024 through 31st March 2025.

The reporting scope and boundary cover the Company's operations.

Assurance methodology

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

- Corporate Office, Gurugram;
- Switch Business: Manesar Site, Haryana;
- Seating Business: Hosur Site (Unit 1 & 2), Tamil Nadu;
- Lighting Business (4 wheeler): Manesar Site, Haryana;
- RIPL Business (2 Wheeler): Bahadurgarh 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.

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

We used our professional judgement as Assurance Provider for selection of sample of the Company's locations/facilities and nonfinancial information for the verifications. 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. Our review process included:

- Evaluate and assess the 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 2024 to 31st March 2025);
- Review of the 'economic and/or financial performance indicators' included in the Reports, specifically, the financial information based on which such indicators are reported; 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

Based on our review of the Report, we observed that the disclosures of the Company, covered under the 'Scope and boundary of assurance', are fairly reliable. During our assurance process, we observed a few instances of discrepancies related to collation and compilation of data, which were subsequently corrected. The Company may consider adopting standardised protocols for data management and reporting of data across all the units.

Our above observations, however, do not affect our conclusion regarding the Report.

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.

Our assurance team and independence

BDO India LLP is a professional services firm providing services in Advisory, Assurance, Tax and Business Advisory Services, to both domestic and international organisations across industry sectors. Our non-financial assurance practitioners for this engagement are drawn from a dedicated Sustainability and ESG Team in the organisation. 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 LLP 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 LLP

Indra Guha Partner-Sustainability & ESG Business Advisory Services Gurugram, Haryana 11 June 2025



Appendix 1

The sustainability non-financial indicators considered during the engagement are based on BRSR Framework, as presented below

A. BRSR Core Indicators

| Sr. No. | Principle/ Indicator/ Reference | Attribute | Parameter |
|------------|--|---|---|
| 1 | Principle 6-E7 | Green-house gas (GHG) footprint | Total scope 1 emissions Total scope 2 emissions GHG emission Intensity (Scope 1 + 2): a) Total Scope 1 and Scope 2 emissions per rupee of turnover b) Total Scope 1 and Scope 2 emission per rupee of turnover adjusted for Purchasing Power Parity (PPP) c) Total Scope 1 and Scope 2 emission intensity in terms of physical output |
| 2 | Principle 6-E3 Principle 6-E4 | Water footprint | Total water withdrawn Total volume of water consumption Water consumption intensity: a) Water consumption per rupee of turnover b) Water consumption per rupee of turnover adjusted for Purchasing Power Parity (PPP) c) Water intensity in terms of physical output Water Discharge by destination and levels of Treatment |
| 3 | Principle 6-E1 | Energy footprint | Total energy consumed % of energy consumed from renewable sources Energy intensity: a) Energy consumed per rupee of turnover b) Energy consumed per rupee of turnover adjusted for Purchasing Power Parity (PPP) c) Energy intensity in terms of physical output |
| 4 | Principle 6 – E9 | Embracing circularity- details related to waste management by the entity | Total waste generated Waste generated intensity: a) Waste generated per rupee of turnover b) Waste generated per rupee of turnover adjusted for Purchasing Power Parity (PPP) c) Waste intensity in terms of physical output For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations For each category of waste generated, total waste disposed by nature of disposal method |
| 5 | Principle 3 – E1(C) Principle 3 – E11 | Enhancing employee wellbeing and Safety | Spending on measures towards well- being of employees and workers- cost incurred as a % of total revenue of the company. Details of safety related incidents for employees and workers Lost Time Injury Frequency Rate (LTIFR) (per one million- person hours worked) Total recordable work-related injuries No. of fatalities High consequence work-related injury or ill-health (excluding fatalities) |

| Sr. No. | Principle/ Indicator/ Reference | Attribute | Parameter |
|------------|---|--|---|
| 6 | Principle 5 – E3(b) Principle 5 – E7 | Enabling Gender Diversity in Business | Gross wages paid to females as a % of total wages paid Complaints on POSH Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH) Complaints on POSH as a % of female employees / workers Complaints on POSH upheld |
| 7 | Principle 8 – E4 Principle 8 – E5 | Enabling Inclusive Development | Input material sourced from following sources as % of total purchases Directly sourced from MSMEs/ small producers and directly from within India Job creation in smaller towns- wages paid to people employed in smaller towns (permanent or non-permanent/on contract) as % of total wage cost |
| 8 | Principle 9 – E7 Principle 1 – E8 | Fairness in Engaging with Customers and Suppliers | Instances involving loss/ breach of data of customers as a percentage of total data breaches or cyber security events Number of days of accounts payable |
| 9 | Principle 1 – E9 | Open-ness of business | Concentration of purchases & sales done with trading houses, dealers and related parties Purchases from trading houses as % of total purchases Number of trading houses where purchases are made from Purchases from top 10 trading houses as % of total purchases from trading houses Sales to dealers / distributors as % of total sales Number of dealers / distributors to whom sales are made Sales to top 10 dealers / distributors as % of total sales to dealers / distributors Loans and advances & investments with related parties Share of RPTs (as respective % age) in: Purchases Sales Loans & advances Investments |

Notes:

1. For BRSR indicators, "E" denotes Essential Indicators.