

## Annexure IX

### of the Board's Report

# A New World. Responsible Growth. Resilient Future.

At Himadri, we recognize that we stand at a defining juncture in the global industrial transformation. For us, sustainability, innovation and resilience have transitioned from institutional goals to the very bedrock of our existence, essential for driving long-term value creation.

The global landscape is evolving rapidly, creating new opportunities for businesses to drive sustainable growth and long-term value creation. In this dynamic environment, organizations are increasingly embracing purpose-driven leadership, responsible practices and innovation to build resilient and future-ready businesses.

At Himadri, we see this transition as an opportunity to **innovate responsibly**, to **grow sustainably** and to create enduring value for all stakeholders.

Since our inception in 1990, Himadri has evolved into a globally recognised speciality chemicals company with a strong presence across the Speciality Chemical value chain. Today, our role extends beyond manufacturing; we are enabling transformation across critical sectors such as mobility, energy storage, infrastructure and advanced materials, supporting their transition toward a low-carbon and resource-efficient future.

### Innovation with Purpose: Driving Sustainable Transformation

Innovation remains the cornerstone of our growth strategy. Our investments in next-generation materials, including Lithium Iron Phosphate cathode material and silicon-carbon anode material position us at the forefront of **emerging clean energy ecosystems**.

We are simultaneously embedding circular economy principles into our operations—transforming waste into value, enhancing resource efficiency and reducing environmental footprint across the value chain. Through a strong R&D ecosystem and technology-led approach, we are creating solutions that are not only high-performing but also sustainable by design.

### Environmental Stewardship: Structured and Accountable

Our environmental strategy is anchored in a robust and systematic framework supported by our **ISO 14001:2015 Environmental Management System**, ensuring continuous

improvement, regulatory compliance and proactive risk management.

We are driving measurable impact across key areas:

- Energy efficiency through digital monitoring and optimisation
- Water stewardship through 100% Zero Liquid Discharge (ZLD)
- Advanced air emission control systems
- Structured GHG management aligned with Net Zero 2050
- Circular economy initiatives focused on waste-to-value

Through this integrated approach, we are effectively decoupling growth from environmental impact.

### People at the Core: Growth with Responsibility

Our people remain central to our success. Guided by our Vision Zero philosophy, we have strengthened occupational health and safety systems, achieving Zero Lost Time Injury Frequency Rate (LTIFR).

We continue to foster a safe, inclusive and high-performance workplace through:

- Structured learning and leadership development programmes
- Diversity, equity and inclusion initiatives
- Our members' well-being and engagement programmes

Our commitment extends beyond employees to our value chain, ensuring respect for human rights and ethical labour practices.

### Inclusive Growth and Responsible Ecosystem

We believe that sustainable growth must be inclusive. Through our CSR initiatives, we focus on education, healthcare, livelihood development and environmental sustainability, creating meaningful impact in the communities we serve.

We are also strengthening our responsible value chain by integrating ESG considerations into supplier engagement, risk assessment and performance evaluation—ensuring sustainability extends beyond our operations.

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## Governance and Global Alignment

Strong governance remains the foundation of our sustainability journey. Our ESG governance is anchored at the Board level, ensuring accountability, transparency and alignment with long-term strategic objectives.

Our sustainability approach is aligned with leading global frameworks, including SDGs, UNGC, TCFD and SBTi, reinforcing our commitment to responsible and transparent business practices.

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**Ready to lead. Ready to transform. Ready to build the New World.**



As we look ahead, we remain committed to driving innovation, strengthening sustainability performance and creating long-term value.

At Himadri, we are actively shaping change and setting new directions.

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## Environment, Social and Governance (ESG)

### Sustainability (ESG) at Himadri

Sustainability at Himadri is embedded into the Company's strategy, operations and long-term value creation framework. Guided by the philosophy "Together Towards Tomorrow", Himadri integrates environmental stewardship, social responsibility and ethical governance into every aspect of its business. This integrated ESG approach enables the Company to balance sustainable growth with accountability towards stakeholders, communities and the environment.

Himadri's sustainability framework is aligned with leading global standards and regulatory expectations, including the Business Responsibility and Sustainability Report (BRSR), Global Reporting Initiative (GRI), United Nations Global Compact (UNGC), Sustainable Development Goals (SDGs), Task Force on Climate-related Financial Disclosures (TCFD) and the Science Based Targets initiative (SBTi). The Company has committed to achieving **Net Zero carbon emissions by 2050**, reinforcing its role as a responsible and future-ready speciality chemicals organisation.



TOGETHER TOWARDS TOMORROW

Himadri is a leading speciality chemicals company with a strong focus on responsible growth and long-term value creation. As a global player in speciality chemical and advanced chemical solutions, Himadri integrates sustainability into its business strategy, operations and stakeholder engagement. Guided by a holistic ESG framework encompassing **Planet, People, Communities and Governance**, the Company is committed to balancing economic performance with environmental stewardship, social responsibility and ethical governance. Through innovation, disciplined execution and transparent practices, Himadri continues to strengthen resilience, enhance stakeholder trust and contribute meaningfully to a sustainable future.



### Together Towards a Sustainable Tomorrow.

"At Himadri, sustainability is embedded at the core of our strategy, guided by our philosophy of 'Together Towards Tomorrow'. We are committed to creating long-term value by balancing economic growth with environmental stewardship, social responsibility and strong governance. Our integrated ESG approach enables us to respond proactively to global challenges while building resilience and delivering sustainable growth for all stakeholders."

*Avijit Sasmal - Chief Sustainability Officer*

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## ESG Governance and Oversight

Himadri's ESG governance is anchored at the Board level, ensuring robust oversight, accountability and integration with enterprise-wide risk management. The Board, supported by senior management, provides strategic direction on sustainability priorities, monitors ESG performance and ensures compliance with regulatory and ethical standards.

Dedicated management-led ESG structures oversee implementation across business units, enabling consistent

execution of sustainability initiatives and timely reporting. ESG considerations are embedded into risk assessment, capital allocation, operational controls and performance monitoring, ensuring sustainability is treated as a strategic imperative rather than a standalone function. Independent external assurance further strengthens transparency and credibility of disclosures. These initiatives ensure a culture of integrity, compliance and responsible decision-making across the organization.



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## ENVIRONMENT (E)

### Balancing Growth with Environmental Stewardship

Himadri's environmental strategy focuses on decoupling business growth from environmental impact through energy efficiency, clean energy adoption, circular economy integration and long-term climate action.

### Energy Management

Energy management is a strategic priority at Himadri, underpinning operational efficiency, cost competitiveness and the Company's long-term decarbonisation roadmap. Himadri follows a structured, enterprise-wide energy management framework aligned with ISO 50001:2018, integrating governance, digital monitoring, engineered interventions and workforce engagement to drive measurable outcomes.

Energy performance is overseen by a dedicated **Energy Optimisation Task Force**, comprising senior leaders from operations, utilities, maintenance, procurement and sustainability. Operating under the Energy Efficiency and GHG Emission Management Policy, the Task Force sets energy intensity reduction targets, identifies **Significant Energy Uses (SEUs)**, approves investments based on financial and carbon abatement potential and ensures robust monitoring, measurement and verification. This governance framework embeds energy efficiency into routine decision-making and statutory compliance under the Energy Conservation Act.

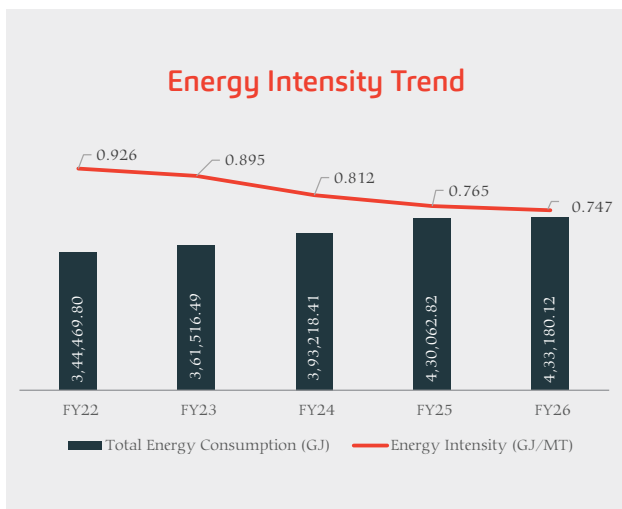
During the year, Himadri strengthened energy transparency through the deployment of a **digital energy management system** at its Carbon Black Division. The SmartComm-enabled platform integrates 140 smart meters, enabling real-time monitoring, process-level energy analysis, anomaly detection and predictive maintenance. This digital backbone has shifted energy management from reactive control to proactive optimisation.

Operational excellence initiatives included cold-air line insulation to reduce thermal losses, SIMOCODE-based motor control upgrades, deployment of IE3 high-efficiency motors, power factor correction systems and variable frequency drives for pump optimisation. In parallel, Himadri continued to scale **waste heat recovery systems**, including air and oil preheaters, waste heat recovery boilers, boiler blowdown recovery and micro-turbine deployment, maximising reuse of process heat and reducing fuel consumption.

Overall energy intensity reduced by **19.31%** against the baseline, demonstrating effective decoupling of energy use from growth.

Going forward, Himadri targets further reduction in electricity intensity supported by expanded digitalisation, advanced process optimisation, workforce-led conservation and increased integration of low-carbon energy sources, reinforcing progress toward its **Net Zero 2050** commitment.

**19.31%**  
Energy Intensity Reduction from baseline year



**Powering Efficiency. Advancing Decarbonisation.**

"Our energy management strategy is driven by efficiency, digitalisation and disciplined execution. During the year, we strengthened performance through advanced monitoring systems, waste heat recovery and process optimisation initiatives. These efforts have enabled a significant reduction in energy intensity, reinforcing our commitment to decarbonisation and our Net Zero 2050 ambition. We will continue to drive innovation-led efficiency improvements to support sustainable and resilient growth."

*Somesh Satnalika - Executive Vice President – Tyres and Strategy*

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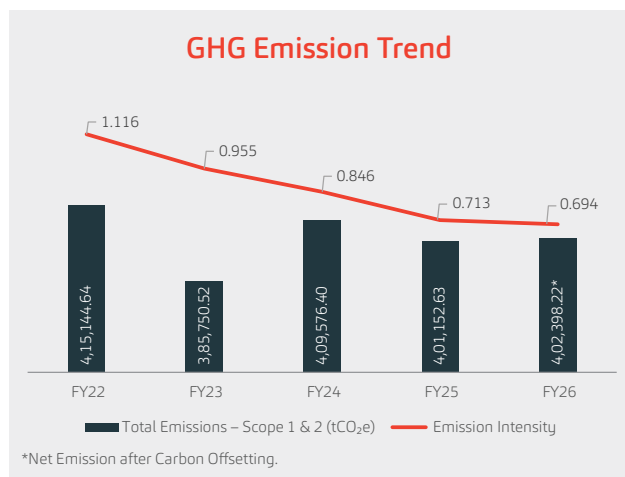
## Climate and Air Pollution Management

Himadri places strong emphasis on controlling air emissions and reducing greenhouse gas (GHG) emissions as part of its commitment to environmental stewardship, regulatory compliance and climate action. Operating in energy- and process-intensive manufacturing environments, the Company adopts a prevention-first and technology-driven approach to minimise atmospheric emissions while supporting sustainable growth.

Air pollution control at Himadri is governed through robust environmental management systems aligned with statutory requirements and global best practices. Advanced emission control technologies, including high-efficiency

scrubbers, bag filters, cyclones and suction-based dust capture systems, are deployed across production units to control particulate matter and process emissions. Special attention is given to emission-prone activities such as reactor operations, material handling and shutdown processes, ensuring that fugitive and point-source emissions are effectively managed.

Captured carbonaceous dust and process by-products are filtered and reintegrated into production wherever feasible, reinforcing Himadri's circular economy approach while reducing waste and air emissions. Continuous and periodic monitoring of ambient air quality and stack emissions ensures compliance with regulatory limits and enables early identification of deviations for timely corrective action.



### Driving Decarbonisation Through Control and Innovation.

"Our approach to air emissions and GHG management is anchored in robust systems, advanced technologies and continuous monitoring. We have strengthened emission control measures across operations, ensuring compliance while achieving meaningful reductions in our carbon footprint. With a clear roadmap aligned to Net Zero 2050, we remain focused on accelerating our decarbonisation journey through innovation and accountability."

*Kingshuk Bose - Senior Vice President, Operations, Carbon Black Division*

GHG management is integrated with the Company's broader energy optimisation and decarbonisation strategy. Himadri monitors Scope 1 and Scope 2 emissions through structured carbon accounting systems, supported by internal reviews and third-party verification. Emission reduction initiatives focus on energy efficiency, fuel optimisation, waste heat recovery and increased reliance on cleaner and captive energy sources.

In alignment with global climate frameworks, Himadri participates in platforms such as CDP and aligns its climate strategy with TCFD and Science Based Targets initiative (SBTi) guidance. The Company has articulated a clear Net Zero by 2050 roadmap, supported by short, medium and long-term actions to progressively lower its carbon footprint.

Through disciplined governance, technological investment and continuous improvement, Himadri continues to strengthen air pollution control and GHG mitigation, safeguarding environmental quality, enhancing regulatory confidence and supporting a resilient transition to a low-carbon future.

**38.18%**  
Emission Intensity Reduction from baseline year

### Key Initiatives:

#### Energy Management & Climate Action

- Implementation of ISO 50001:2018 Energy Management System across all plants
- Formation of Energy Optimization Task Force at BU level
- Heat recovery systems (spiral heat exchanger in distillation unit)
- Utilization of process waste gas for captive power generation
- Boiler optimization for improved fuel efficiency
- AC system upgrades reducing auxiliary power consumption

### Water Stewardship

Water stewardship is a strategic priority for Himadri, reflecting the Company's commitment to responsible resource management, operational resilience and long-term environmental sustainability. Operating in water-intensive manufacturing processes, Himadri adopts a risk-based and

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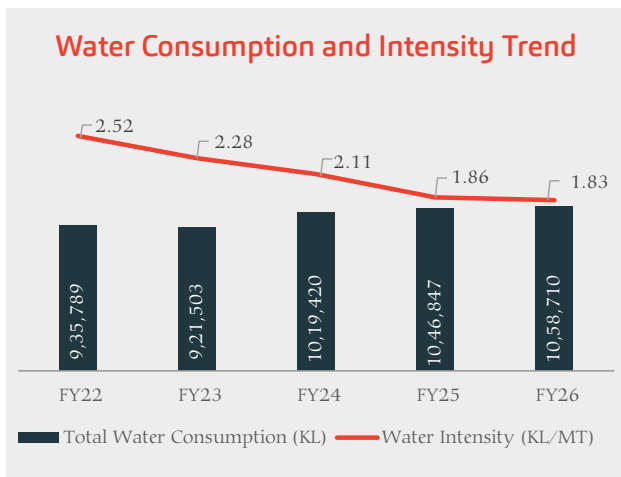
conservation-led approach to water management, aligned with regulatory requirements, global best practices and stakeholder expectations.

All Himadri manufacturing facilities operate on a **Zero Liquid Discharge (ZLD)** model, ensuring that no untreated effluent is released into the environment. Water is systematically treated, recycled and reused across operations, significantly reducing dependence on freshwater sources and mitigating risks associated with water scarcity. This approach strengthens compliance while safeguarding local water ecosystems.

Water governance is embedded within Himadri's environmental management systems, with defined policies,

site-level water management plans and periodic reviews. Regular water audits and monitoring mechanisms enable the identification of high-consumption areas and opportunities for efficiency improvement. Performance is tracked through water intensity metrics, ensuring continuous improvement and transparency.

To enhance water security, Himadri has implemented **rainwater harvesting, stormwater management and groundwater recharge initiatives** across its locations. Process-level optimisation, reuse of treated wastewater and improvements in cooling and utility systems further support reduction in freshwater withdrawal per unit of production. These measures enable the Company to decouple production growth from water consumption over the long term.



**Every Drop Matters: Driving Water Stewardship.**

“Water stewardship remains a critical priority for Himadri. Through Zero Liquid Discharge systems, enhanced recycling and conservation initiatives, we have significantly improved water use efficiency across our operations. Our structured approach to water risk assessment ensures responsible utilisation of this vital resource while supporting sustainable development.

*Dr. Soumen Chakraborty - Business President, Treated Black Division*

Himadri also integrates water risk assessment into its enterprise risk management framework, considering site-specific water stress, regulatory exposure and climate-related risks. This enables proactive mitigation planning and strengthens business continuity.

Looking ahead, Himadri will continue to strengthen water stewardship by enhancing recycling ratios, deploying advanced treatment technologies and embedding water efficiency considerations into new projects and expansions. Through disciplined governance and continuous innovation, the Company remains committed to responsible water use, contributing to environmental protection, community well-being and sustainable value creation.

- Key initiatives**
- Implementation of Zero Liquid Discharge (ZLD) across operations
  - Venturi installation in quench system to optimize water consumption
  - RO system optimization through CIP process saving ~100 KL/month
  - Steam condensate recovery improvements
  - Use of WRI Aqueduct tool for water risk assessment

**27.41%**  
Water Intensity Reduction from baseline year

### Circular Economy and Resource Efficiency

Himadri's circular economy strategy is central to its sustainability agenda, enabling the Company to decouple growth from resource consumption while creating long-term environmental and economic value. Anchored in the principles of **reduce, reuse, recover and regenerate**, Himadri integrates circularity across product design, manufacturing processes, waste management and value chain engagement.

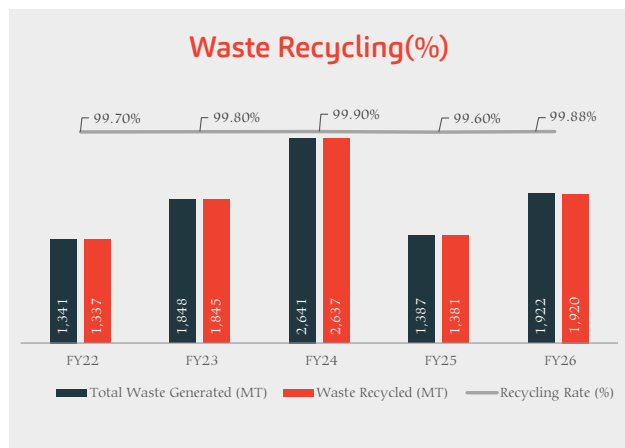
A dedicated **Circular Economy Task Force**, reporting to the ESG governance structure, provides strategic oversight and drives implementation across business units. The Task Force approves material substitutions, validates supplier compliance with recycled content standards and monitors performance through defined metrics and periodic reviews. This structured governance ensures traceability, audit readiness and alignment with regulatory and customer expectations.

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Himadri actively converts waste and by-products into high-value resources, reinforcing its leadership in sustainable carbon chemistry. Key initiatives include the usage of **used oils** and other secondary feedstocks to produce **carbon black**, and speciality carbon-based materials. These

initiatives reduce reliance on virgin raw materials, lower lifecycle emissions and support the transition to circular value chains.



**Transforming Waste into Sustainable Value.**

“Circular economy principles are central to our growth strategy. Through innovations such as recovered carbon black and value-added products from by-products, we are transforming waste into valuable resources. Our focus on circularity reduces environmental impact while creating sustainable value, positioning Himadri as a leader in next-generation materials.”

*Monojit Mukherjee - Business President, Carbon Black Division*

Resource efficiency is further strengthened through waste minimisation at source, process optimisation, precision dosing and automation. Hazardous and non-hazardous wastes are segregated, tracked and disposed of exclusively through authorised vendors, with statutory manifests and third-party verifications ensuring compliance. At the same time, recyclable materials are systematically diverted to approved processors, supporting the Company’s ambition of **zero waste to landfill**.

Looking ahead, Himadri will continue to expand circular feedstock integration, scale waste-to-value technologies and embed circular economy principles into new products and projects. Through disciplined execution and innovation, circularity will remain a key enabler of sustainable growth, resilience and stakeholder value creation.

Himadri has also advanced circularity in packaging and logistics by increasing the use of recycled and reusable materials, reducing virgin plastic consumption and standardising packaging for recyclability. Supplier engagement and customer collaboration play a critical role in scaling these initiatives beyond the factory gate.

**Key Initiatives:**

- Upcycling of industrial by-products into value-added products
- Nanotechnology integration for advanced material development
- Pilot reactors and distillation units for process optimization
- Yield improvement initiatives (e.g., process efficiency enhancements)



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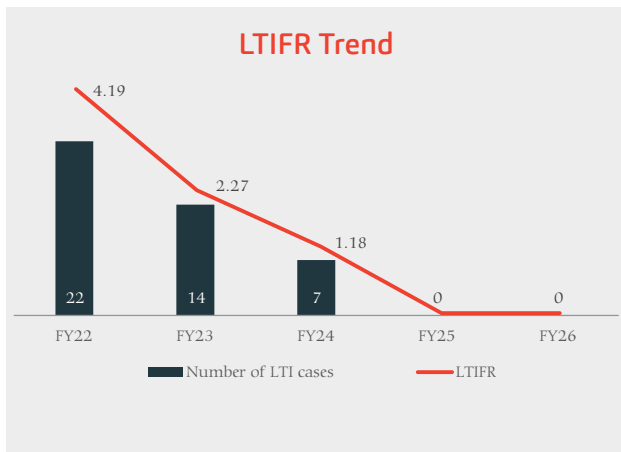
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## SOCIAL (S)

### People, Safety and Communities

#### Occupational Health and Safety

Occupational Health and Safety (OHS) is a fundamental pillar of Himadri's sustainability framework and a core organisational value. The Company is committed to providing a safe, healthy and secure workplace for employees, contractors and business partners, guided by its **Vision Zero Accident** philosophy. Safety at Himadri is treated not merely as a compliance requirement, but as a strategic enabler of operational excellence and workforce well-being.



During the year, Himadri strengthened its safety performance through a combination of engineering controls, behavioural interventions and digitalisation. Focus areas included process safety, machine safety, contractor safety management and emergency preparedness. The Company expanded the use of risk assessments, permit-to-work systems, lockout-tagout protocols and preventive maintenance to reduce incident potential across operations.

Occupational health received equal emphasis, with regular health surveillance, exposure monitoring and ergonomics assessments to manage risks related to noise, dust, heat stress and hazardous substances. Targeted initiatives in industrial noise management, including acoustic enclosures and source-level controls, helped reduce worker exposure while ensuring regulatory compliance and community protection.

Capability building remains a cornerstone of Himadri's safety culture. Comprehensive training programmes, safety leadership initiatives and workforce engagement activities were conducted to reinforce safe behaviours and hazard awareness. Technology-enabled tools and analytics are progressively being adopted to enhance incident reporting, monitoring and predictive safety management.

Himadri operates a robust OHS management system aligned with **ISO 45001:2018** supported by clearly defined policies, procedures and governance mechanisms. Safety oversight is embedded at multiple levels through structured committees and task forces, ensuring leadership accountability, systematic risk identification and effective control implementation. Occupational health and safety risks are integrated into the enterprise risk register, enabling proactive mitigation and continuous improvement.

**Safety First. Safety Always.**

"Safety is a core value at Himadri and our commitment to 'Vision Zero' drives all occupational health and safety initiatives. Through structured systems, continuous training and proactive risk management, we have strengthened safety performance across operations. We remain focused on building a resilient safety culture that ensures the well-being of our workforce."

*Azizul Haque - Vice President Operations, Coal Tar division*

### Zero LTIFR in FY 2025-26

As a result of these sustained efforts, Himadri continued to improve key safety performance indicators, including an **achievement of Zero Lost Time Injury Frequency Rate (LTIFR) in FY25-26**. Looking ahead, the Company will further advance its journey toward zero harm by leveraging automation, IoT-enabled safety systems and data-driven insights, reinforcing its commitment to safeguarding people while supporting sustainable business growth.



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## Key Initiatives:

### Health, Safety & Well-being

- Achievement of Zero LTIFR (Lost Time Injury Frequency Rate)
- 100% health and accident insurance coverage for workforce
- Implementation of comprehensive OHS management system (ISO 45001:2018)
- Structured Compensatory Off (C-Off) policy to manage fatigue
- Ergonomic workplace design and safety systems
- Regular risk assessments and safety audits

### Human Capital and Workplace Culture

Himadri recognises its people as the foundation of long-term value creation and competitive advantage. The Company's human capital strategy is centred on attracting, developing and retaining talent while fostering a safe, inclusive and performance-driven workplace culture aligned with its values of integrity, safety, excellence and sustainability.

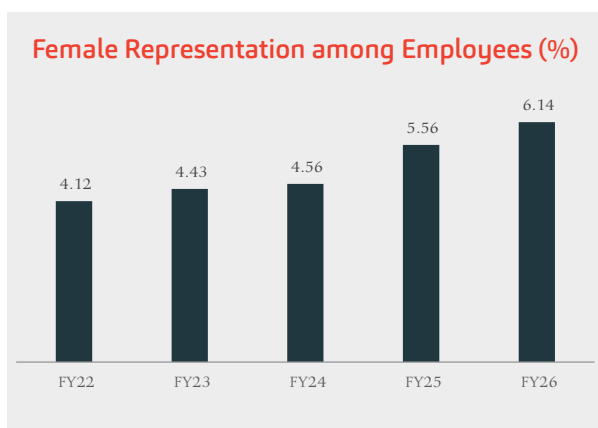
Himadri maintains structured human resource policies and systems that support fair employment practices, equal opportunity and respect for human rights. Workforce planning, recruitment, performance management and succession planning are aligned with business strategy to ensure organisational resilience and leadership continuity. Regular engagement initiatives and feedback mechanisms help strengthen trust, transparency and collaboration across the organisation.

Capability development is a key priority. Himadri invests consistently in training and skill enhancement programmes covering functional, technical, safety, leadership and behavioural competencies. Structured learning interventions, on-the-job training and leadership development initiatives enable employees to adapt to evolving technologies, operational requirements and sustainability expectations. Emphasis is placed on building future-ready skills, particularly in advanced manufacturing, digitalisation and ESG-related domains.

The Company is committed to fostering a diverse, equitable and inclusive workplace. Initiatives aimed at improving gender diversity, encouraging women's participation in leadership roles and providing equal growth opportunities are progressively embedded across functions. Policies related to prevention of harassment, employee well-being and work-life balance reinforce a respectful and supportive work environment.

Our members' health, well-being and engagement are integral to Himadri's workplace culture. Beyond statutory requirements, the Company promotes physical and mental well-being through health programmes, awareness sessions and welfare initiatives. Ethical conduct, open communication and shared accountability underpin day-to-day operations.

Looking ahead, Himadri will continue to strengthen its people-centric culture by deepening leadership capability, advancing diversity and inclusion, enhancing employee engagement and aligning talent development with its long-term growth and sustainability strategy—ensuring that its workforce remains motivated, skilled and future-ready.



**Empowering People. Enabling Performance.**

“Our people are at the heart of our success. We are committed to fostering an inclusive, diverse and high-performance workplace that supports employee well-being, engagement and growth. Through our DEI initiatives and capability development programs, we are building a resilient workforce aligned with our long-term sustainability journey.”

*Kunal Mukherjee - Human Resource Head*

## Key Initiatives:

### Employee Well-being Programs

- Mental health initiatives including “Mind Detox” programme
- Flexible working arrangements and work-life balance policies
- Counselling services and stress management workshops
- Provision of nutritious meals and wellness programs

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## Diversity, Equity and Inclusion

Himadri is committed to fostering a diverse, equitable and inclusive workplace that respects individual dignity, enables equal opportunity and leverages diverse perspectives to drive innovation and sustainable growth. Diversity, Equity and Inclusion (DEI) are integral to the Company's people strategy and workplace culture, reinforcing fairness, collaboration and long-term organisational resilience.

Himadri's DEI framework is supported by clearly articulated human resource policies that promote non-discrimination, equal opportunity and merit-based advancement across all levels of the organisation. Recruitment, performance management, learning and development and career progression processes are designed to ensure fairness, transparency and consistency, irrespective of gender, background, or personal characteristics.

Gender diversity remains a key focus area within Himadri's inclusion agenda. The Company continues to take steps to enhance women's participation across functions and leadership levels by creating enabling work environments, promoting inclusive leadership practices and supporting career development opportunities. Policies related to maternity benefits, workplace safety and prevention of sexual harassment reinforce a respectful and supportive ecosystem for all employees.

Equity and inclusion are further strengthened through structured training and awareness programmes that promote sensitivity, ethical behaviour and mutual respect in the workplace. Grievance redressal mechanisms and internal committees ensure that employee concerns are addressed promptly and fairly, fostering trust and psychological safety.

Himadri also emphasises inclusion beyond demographic diversity by creating opportunities for continuous learning, skill development and employee engagement across roles and locations. By encouraging participation, collaboration and open communication, the Company nurtures a sense of belonging and shared purpose among its workforce.

Looking ahead, Himadri will continue to deepen its DEI efforts by strengthening gender diversity initiatives, embedding inclusive leadership capabilities and enhancing measurement and monitoring of DEI outcomes. Through sustained commitment and cultural integration, the Company aims to build a workplace where diversity is valued, equity is ensured and inclusion becomes a driver of employee engagement, performance and sustainable value creation.

**10%**

Increase in female employees from previous year

## Key Initiatives:

### Learning & Development

- 100% training coverage through UTKARSH LMS
- Leadership development and skill enhancement programs
- ESG and human rights training across workforce and value chain

### Human Rights & Inclusion

- Alignment with SA8000:2014 and UN Guiding Principles
- Zero discrimination policy across all employment practices
- Wage compliance and regular wage audits
- Promotion of diversity, equity and inclusion (DEI)

## Community Development and CSR

Himadri's approach to Community Development and Corporate Social Responsibility (CSR) is guided by the belief that inclusive growth and shared value creation are integral to long-term business sustainability. The Company's CSR strategy focuses on addressing local community needs while contributing to national development priorities, particularly in regions surrounding its manufacturing operations.

CSR governance at Himadri is anchored through a structured framework comprising a Board-level CSR Committee and defined implementation mechanisms. Programmes are identified based on community needs assessments, stakeholder consultations and alignment with Schedule VII of the Companies Act, 2013. This ensures that CSR initiatives are targeted, relevant and outcome oriented.

During the reporting period, Himadri's CSR interventions were primarily focused on **education, healthcare, water and sanitation, skill development and livelihood enhancement**. In the area of education, initiatives supported access to quality learning infrastructure, digital education and scholarships for underprivileged students, contributing to improved educational outcomes. Healthcare programmes addressed preventive and primary healthcare needs through medical camps, health awareness drives and access to essential services in underserved communities.

Water stewardship and sanitation initiatives complemented Himadri's environmental commitments, with projects aimed at improving access to safe drinking water, strengthening sanitation facilities and promoting hygiene awareness. Livelihood and skill development programmes focused

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on enhancing employability and income-generation opportunities, particularly for youth and vulnerable groups, supporting long-term socio-economic resilience.

Himadri follows an **impact-focused CSR approach**, moving beyond activity-based implementation to outcome measurement wherever feasible. Partnerships with credible implementation agencies, local institutions and non-governmental organisations enhance programme effectiveness, transparency and scalability.

Looking ahead, Himadri will continue to strengthen its CSR strategy by deepening community engagement, enhancing impact assessment and aligning CSR initiatives with the Company's broader sustainability goals and the United Nations Sustainable Development Goals (SDGs). Through sustained and responsible community investments, Himadri

remains committed to contributing positively to societal well-being and inclusive development.

### Key Initiatives:

#### Community Development (CSR)

- Initiatives in education, healthcare, rural development and women empowerment
- Focus on STEM education for girl child
- Local employment generation and livelihood support
- Structured CSR governance through Board-level CSR Committee

**18,152**  
Number of beneficiaries in FY 2025-26

### Creating Impact Beyond Business.

"At Himadri, we believe that sustainable business growth must go hand in hand with community development and social progress. Our CSR initiatives are focused on creating meaningful and long-term impact through healthcare, education, livelihood enhancement, environmental stewardship and women empowerment programs. Through a structured and responsible approach, we continue to invest in initiatives that strengthen communities, improve quality of life and contribute towards inclusive and sustainable development."

*Kamlesh Agarwal - Chief Financial Officer*



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## GOVERNANCE (G)

### Ethics, Integrity and Responsible Business

#### Business Ethics and Integrity

Business ethics and integrity form the foundation of Himadri's governance framework and guide all aspects of decision-making and conduct. The Company is committed to upholding the highest standards of ethical behaviour, transparency and accountability across its operations, relationships and value chain, recognising that trust is essential for sustainable value creation.

Himadri has established a comprehensive **Code of Conduct** applicable to employees, directors and business partners, setting clear expectations on ethical behaviour, conflict of interest management, fair competition, data privacy

and responsible business practices. This is supported by well-defined policies on **anti-bribery and anti-corruption**, prevention of fraud, gifts and hospitality, insider trading and compliance with applicable laws and regulations.

Governance oversight of ethics and integrity is exercised at the Board and senior management levels, ensuring tone-from-the-top leadership and effective implementation. Ethical risks are integrated into the Company's enterprise risk management framework, enabling proactive identification, mitigation and monitoring of potential compliance and reputational risks. Periodic internal audits and compliance reviews further strengthen assurance and control mechanisms.

### Zero Governance Incidents Reported (FY26)

"Zero cases of corruption, bribery, or ethical violations reported during the year."

#### Integrity at the Core of Everything We Do.

"Strong governance and ethical business practices form the foundation of our operations. We have established robust systems to ensure transparency, accountability and compliance across all levels. With zero tolerance for ethical violations, we continue to strengthen our governance framework, reinforcing stakeholder trust and long-term value creation."

*Monika Saraswat - Company Secretary and Compliance Officer*

Himadri maintains a robust and confidential **whistle-blower mechanism**, providing employees and stakeholders with secure channels to report unethical behaviour or violations without fear of retaliation. All reported concerns are investigated in a fair, timely and transparent manner, with appropriate corrective and disciplinary actions taken where required. This mechanism reinforces a culture of openness, accountability and ethical responsibility.

Training and awareness play a critical role in embedding ethical values across the organisation. Regular training programmes, policy communications and leadership engagement initiatives ensure that employees understand their ethical responsibilities and apply them consistently in day-to-day operations.

Extending beyond internal operations, Himadri promotes ethical conduct across its value chain through supplier codes of conduct, contractual obligations and engagement initiatives. By fostering a culture rooted in integrity and compliance, Himadri continues to strengthen stakeholder confidence, protect its reputation and support long-term, responsible growth.

#### Key Initiatives:

- Implementation of Code of Conduct and Anti-Bribery & Anti-Corruption Policy
- Establishment of a Speak-Up / Whistle-blower mechanism for ethical reporting
- Zero penalty and zero non-compliance track record over the last three years

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- 100% ESG, compliance and ethics training coverage across Board, KMPs, employees and workers
- Integration of ESG risks into enterprise risk management framework
- Active Board-level oversight on sustainability and CSR matters
- Alignment with ISO 37001:2016 (Anti-Bribery Management System)

## Responsible Business Value Chain

Himadri recognises that a resilient and responsible supply chain is critical to sustainable growth, risk management and long-term stakeholder value creation. The Company's responsible business value chain framework integrates environmental, social and ethical considerations into procurement and vendor management processes, extending sustainability principles beyond its own operations.

Supply chain governance is anchored through defined policies, codes and oversight mechanisms. Himadri's **Supplier Code of Conduct outlines** clear expectations on ethical business practices, legal compliance, human rights, occupational health and safety, environmental protection and responsible sourcing. These requirements

are embedded into supplier onboarding, contractual arrangements and periodic evaluations, ensuring alignment with Himadri's ESG standards.

Sustainability risk assessment forms a core component of supply chain management. Himadri progressively conducts ESG assessments of key upstream and downstream partners, focusing on high-risk categories such as safety performance, labour practices, environmental compliance and regulatory exposure. Findings from these assessments inform supplier engagement, corrective action plans and capability-building initiatives, strengthening overall supply chain resilience.

Environmental responsibility within the supply chain is reinforced through initiatives promoting resource efficiency, waste reduction and lower-carbon sourcing. Himadri collaborates with suppliers to encourage responsible material use, recycled content adoption and improved environmental performance, supporting its broader circular economy and climate objectives.

Human rights and social responsibility are integral to the responsible supply chain approach. The Company emphasises fair labour practices, prohibition of child and forced labour, non-discrimination and safe working conditions across its supplier base. Compliance is monitored through audits, declarations and ongoing engagement, reinforcing ethical conduct throughout the value chain.

Himadri's responsible supply chain efforts have received external recognition, including strong performance in supplier engagement under global ESG assessments. Going forward, the Company will continue to expand ESG coverage across its supply chain, enhance digital tracking and disclosures and deepen collaboration with partners to jointly address sustainability risks and opportunities.

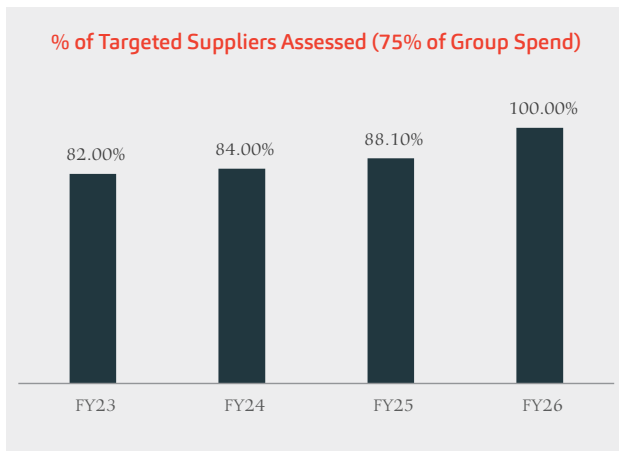
Through disciplined governance and continuous engagement, Himadri aims to build a transparent, ethical and future-ready supply chain that supports sustainable business growth and stakeholder trust.



**100% Assessment of Value Chain Partners  
(75% of Groups spent & sales)**

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### Building Responsible and Resilient Value Chains.

“Our commitment to sustainability extends beyond our operations to our entire value chain. We actively engage with partners to promote responsible sourcing, ethical practices and environmental stewardship. By integrating ESG principles into our supplier ecosystem, we are building a resilient and future-ready value chain.”

*MB Gadgil - Business President, New Energy Material*

### Sustainability Objectives and FY25–26 Outlook:

Himadri's sustainability objectives for FY 2025–26 are aligned with the Company's strategic priorities of operational excellence, responsible growth and long-term value creation. During the year, these objectives have been translated into measurable actions that support business expansion while strengthening environmental stewardship, social responsibility and governance maturity.

During FY 2025–26, Himadri has continued to prioritise workplace safety and people well-being, with a sustained focus on achieving Vision Zero Accident and maintaining the lost time injury frequency rate within targeted thresholds. Investments in safety systems, digital monitoring and capability building have further strengthened a culture of prevention and accountability across operations.

Environmental performance during the year has been driven by focused initiatives in energy efficiency, climate action and circularity. The Company has continued its efforts to reduce energy intensity and greenhouse gas emission intensity across Scope 1, Scope 2 and Scope 3 emissions, building on the progress achieved in previous years. Key initiatives undertaken include the integration of digital energy management systems, enhancement of waste heat recovery, optimisation of fuel utilisation and advancement of circular economy practices aimed at minimising waste to landfill and increasing the use of recycled and non-virgin materials. The implementation of 100% Zero Liquid Discharge (ZLD) across operations continues to support water stewardship and operational resilience.

From a value chain and community perspective, Himadri has strengthened its focus on responsible supply chain management and customer-centric sustainability initiatives. Sustainability assessments of value chain partners have been expanded to cover a larger proportion of procurement spend, while collaborative engagements with customers have been enhanced to support decarbonisation through low-carbon and sustainable product offerings.

Governance and ethical conduct have remained foundational throughout the year. The Company has continued to strengthen compliance systems, enhance ethics and ESG training and maintain transparent disclosures aligned with BRSR requirements, global ESG frameworks and evolving investor expectations.

Through disciplined execution and periodic Board-level review, Himadri's sustainability initiatives during FY 2025–26 have supported resilient growth, enhanced stakeholder confidence and advanced progress towards its long-term commitments, including its Net Zero ambition by 2050.

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**Himadri's sustainability objectives are supported by a structured set of cross-functional KPIs that translate strategic intent into measurable, on-ground action.**

Himadri follows a structured sustainability management approach wherein clearly defined sustainability objectives are supported by a comprehensive set of enabling Key Performance Indicators (KPIs).

Each sustainability objective represents a strategic intent, while the associated KPIs translate this intent into actionable, measurable and monitorable performance parameters across functions and locations.

Rather than relying on single metrics, Himadri adopts a cluster-based KPI approach, ensuring that environmental, social, governance and value chain dimensions collectively contribute to the achievement of each objective.

This cascading framework strengthens accountability, enables early identification of risks, supports continuous improvement and ensures that sustainability commitments are effectively implemented on the ground.

Progress against these KPIs is periodically reviewed by senior management and the Board, reinforcing disciplined execution and alignment with FY25–26 priorities and long-term sustainability goals.

**From Strategy to Measurable Impact.**

“At Himadri, sustainability objectives are closely integrated with operational KPIs, ensuring measurable outcomes and disciplined execution. Our structured ESG framework translates strategy into action, driving accountability across functions and enabling consistent performance aligned with our long-term commitments.”

*Soumyodeep Bhattacharya - Business President, CTD & SNF*

## ESG Ratings and Recognitions

Himadri's ESG performance has received strong external validation. During the reporting period, the Company achieved:



**EcoVadis Platinum Medal**, placing it among the top 1% of companies globally



**CDP B rating** for Climate and Water Security



**CDP A rating** for Supplier Engagement



**ICRA ESG Combined Rating of 80 (Exceptional)**

These recognitions reflect Himadri's disciplined ESG execution, transparency and continuous improvement.

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# Business Responsibility & Sustainability Reporting



## Section A

### GENERAL DISCLOSURES

#### I. Details of the listed entity

1.	Corporate Identity Number (CIN)	L27106WB1987PLC042756
2.	Name of the Listed Entity	Himadri Speciality Chemical Ltd
3.	Year of incorporation	1987
4.	Registered office address	Fortuna Tower, 23-A, Netaji Subhas Road, 8 <sup>th</sup> Floor, Suite No. 15, Kolkata – 700001
5.	Corporate address	Ruby House 8, India Exchange Place, 2 <sup>nd</sup> Floor, Kolkata-700001
6.	E-mail	<a href="mailto:info@himadri.com">info@himadri.com</a>
7.	Telephone	(033) 2230 4363/ 9953
8.	Website	<a href="http://www.himadri.com">www.himadri.com</a>
9.	Financial year for which reporting is being done	2025-2026
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Ltd. (NSE) BSE Limited (BSE)
11.	Paid-up Capital	₹5,045.42 in Lakhs
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Avijit Sasmal Chief Sustainability Officer <a href="mailto:avijit.sasmal@himadri.com">avijit.sasmal@himadri.com</a> (033) 2230 9953
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)	Standalone Basis
14.	Name of assurance provider	TUV SUD South Asia Pvt Ltd.
15.	Type of assurance obtained.	Reasonable assurance

#### II. Products/services

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Carbon Materials & Chemicals	Himadri's revenue is primarily derived from the sale of carbon materials and chemicals.	99.56

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

Sl. No.	Product/ Service	NIC Code	% of total Turnover contributed
1.	Carbon Materials & Chemicals	23999	99.56

## III. Operations

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

Locations	Number of plants	Number of offices	Total
National	7	7	14
International	1	1	2

Himadri's expanding footprint in international markets reflects the Company's strategic focus on innovation, quality and customer-centric solutions across key end-use industries, including lithium-ion batteries, tyres, plastics and other industrial segments. This capability strengthens Himadri's global competitiveness, reinforces its leadership in speciality chemicals and positions the Company to drive sustainable value creation over the long term

### 19. Markets served by the entity:

#### a. Number of locations

Locations	Number
National (No. of States)	25
International (No. of Countries)	61

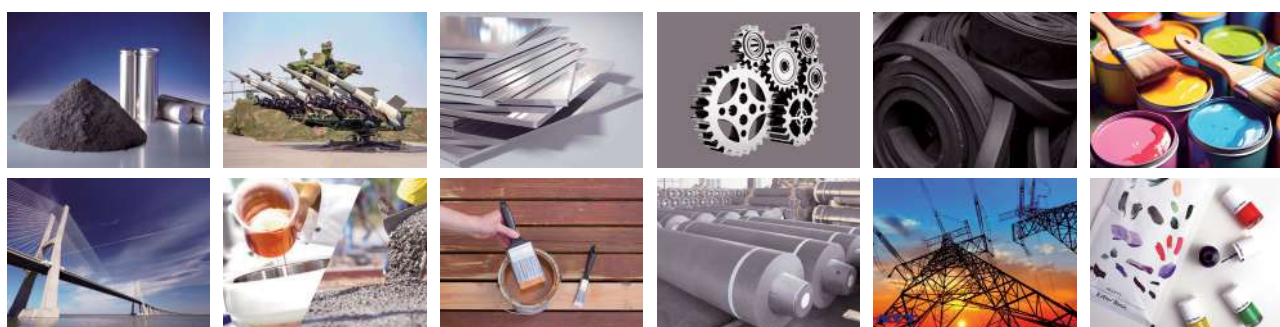
#### b. What is the contribution of exports as a percentage of the total turnover of the entity?

Revenue from operations (₹in Lakhs): ₹4,40,510.57  
Contributions of exports: 31.54%

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

Established in 1990, Himadri has emerged as a market leader and a key player in the speciality carbon industry, backed by a diversified portfolio that includes Coal Tar Pitch, Carbon Black, Naphthalene, Refined Naphthalene, SNF and Speciality Oils. The Company is globally recognised as one of the few integrated manufacturers of speciality carbon products, enabling it to deliver value across the entire value chain. With a strategic emphasis on innovation, quality and sustainable growth, Himadri has progressively strengthened its global presence and built a strong position across diverse end-use sectors such as steel, aluminium, graphite, energy storage, tyres, automotive components, plastics, paints, fibres, printing inks and infrastructure. Anchored in a strong legacy and an integrated manufacturing ecosystem, Himadri remains focused on deepening its presence in high-growth and future-oriented sectors through continuous innovation, product diversification and strategic market expansion. Its commitment to technological advancement, operational excellence and sustainability enhances its ability to meet evolving industry needs while delivering long-term stakeholder value. With a robust portfolio and expanding global reach, the Company is well-positioned to unlock new opportunities and sustain resilient growth in an increasingly dynamic business environment

## Industries we serve



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## IV. Employees

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

At Himadri, our people are our most valuable asset and we remain committed to creating a meaningful and lasting impact for the communities connected to our operations. We believe that sustainable success extends beyond financial performance and is reflected in the value we create for our employees, partners and society at large. Diversity and Inclusion are integral to our organizational philosophy and we strive to foster a workplace where every individual feels respected, valued and empowered. Our hiring practices are designed to attract the best talent, bringing together diverse perspectives, experiences, cultures, genders, ages and expertise, thereby strengthening innovation and driving sustainable growth. The Company follows a strict zero-tolerance approach towards any form of discrimination across all aspects of employment, including hiring, training, promotion, evaluation and remuneration, irrespective of nationality, race, colour, religion, creed, sexual orientation, gender identity, age, or disability. We recognize that gender diversity enhances our competitive strength and we remain focused on improving gender balance, increasing women's representation in leadership roles and promoting inclusivity across all levels of the organization.

#### a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>EMPLOYEES</b>						
1	Permanent (D)	1107	1039	93.86	68	6.14
2	Other than Permanent (E)	288	287	99.65	1	0.35
3	<b>Total employees (D + E)</b>	1395	1326	95.05	69	4.95
<b>WORKERS</b>						
4	Permanent (F)	54	54	100	-	-
5	Other than Permanent (G)	1744	1724	98.85	20	1.15
6	<b>Total workers (F + G)</b>	1798	1778	98.88	20	1.12

Note: The total number of permanent employees excludes the Executive Board of Directors.

#### b. Differently abled employees and workers:

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

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## 21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors*	7	1	14.29
Key Management Personnel	7	1	14.29

\*Includes CMD & CEO, Executive Directors and independent directors

In a significant strategy to engage more women in leadership roles, several sponsorship programmes are in place to enhance their skills and empowerment with comprehensive training, mentorship opportunities and professional courses to equip women with the necessary skills for leadership positions. We believe in empowering women to contribute significantly to the organisation's success and sustainability.

By 2030, Himadri aims for 25% representation of women and underrepresented groups across the Board of Directors, management and the workforce.

Himadri's commitment to advancing diversity extends beyond the workplace and into the communities where the Company operates. Therefore, Himadri actively identifies and collaborates with **women-led businesses** and **enterprises owned by marginalised or vulnerable groups** for the procurement of consumables, services and operational needs.

Himadri's commitment to diversity and inclusion extends beyond its internal workforce to the communities in which it operates. In this regard, the Company actively identifies and partners with women-led enterprises as well as businesses owned by marginalized and vulnerable groups for the procurement of consumables, services and other operational requirements.

Compared to FY 2024-25, the organisation has witnessed a noticeable increase in the hiring of women employees, reflecting its continued commitment to building a more diverse and inclusive workforce. This positive shift has been further supported by "Vihaan", our GET onboarding programme, which has played a key role in attracting and integrating more women professionals into the organisation. Through such focused initiatives, the organisation continues to strengthen gender diversity across its talent pool.

## 22. Turnover rate for permanent employees and workers

	FY 25-26 (Turnover rate in current FY)			FY 24-25 (Turnover rate in previous FY)			FY 23-24 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent employees	4.43	0.47	4.91	3.79	0.52	4.31	7.90	0.36	8.26
Permanent Workers	0.47	0.09	0.57	3.12	0.00	3.12	1.30	0.04	1.34

Himadri successfully reduced the turnover rate of team members through a series of strategic initiatives aimed at enhancing employee satisfaction, fostering a positive workplace culture and implementing efficient retention programs. We initiated regular feedback sessions and open communication channels between employees and management which helped to address issues before they escalated.

Himadri has effectively lowered its team members' turnover rate through a range of targeted initiatives focused on improving employee satisfaction, nurturing a positive workplace environment and strengthening retention practices. The Company introduced regular feedback mechanisms and encouraged open communication between employees and management, enabling timely resolution of concerns before they escalated.

Himadri has instituted a series of leadership development programmes, along with coaching, mentorship and customized career development initiatives aimed at nurturing employee potential and building future-ready leaders. A key programme under this effort is **PRAGATI**, through which identified high-potential employees undergo structured learning interventions. Moreover, our **IGNITE** portal serves as a platform to recognize and reward employees for their valuable contributions through various SPOT Awards. This initiative acknowledges individual efforts and also fosters a strong sense of appreciation and belonging among employees, thereby reinforcing a positive and engaging work environment.

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Additionally, we ensured employees can balance their professional and personal lives, reducing burnout and enhancing job satisfaction by offering flexible work schedules, remote work options etc. We regularly review and adjust compensation packages to ensure they are competitive with industry standards.

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

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

Sl. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Himadri Clean Energy Limited	Subsidiary	100	No
2	Himadri Future Material Technology Limited	Subsidiary	100	No
3	Himadri Green Technologies Innovation Limited	Subsidiary	100	No
4	AAT Global Ltd	Subsidiary	100	No
5	Shandong Dawn Himadri Chemical Industry Limited	Subsidiary	94	No
6	Invati Creation Private Limited*	Subsidiary	40	No
7	Himadri Speciality Inc	Subsidiary	100	No
8	Himadri Agro Tech Specialities Limited (Formerly known as Combe Projects Limited, Combe Projects Private Limited)	Subsidiary	100	No
9	Birla Tyres Limited	Subsidiary	100	No
10	Himadri Birla Tyre Manufacturer Private Limited	Subsidiary	49	No
11	Trancemarine and Confreight Logistics Private Limited	Subsidiary	60	No
12	Sturdy Niketan Private Limited	Subsidiary	99	No
13	Himadri Advance New Energy Material Limited (Formerly known as Elixir Carbo Limited, Elixir Carbo Private Limited)	Subsidiary	100	No
14	Himadri Integrated Minerals and Resources Limited (Formerly known as Himadri Power Limited)	Subsidiary	100	No

\* Note: Himadri Speciality Chemical Ltd holds 40% paid-up equity share capital of Invati Creations Private Limited. (ICPL), this voting right does not qualify ICPL as a subsidiary under Section 2(87) of the Companies Act, 2013. However, based on contractual rights (including potential voting right combined with 40% voting right), the Company has the power to make decisions concerning relevant activities and thus has control over ICPL as per the requirements of Indian Accounting Standards. Consequently, the management of the Company has considered the investment in ICPL as investment in subsidiary Company.

"Business Responsibility initiatives are currently implemented at the standalone level of Himadri Speciality Chemical Ltd and are being progressively extended to subsidiaries in a phased manner based on operational materiality."

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### VI. CSR Details

At Himadri, social responsibility is deeply embedded in the Company's philosophy of inclusive and sustainable development. Driven by a commitment to empower underserved communities and promote self-reliance, the Company implements focused CSR interventions across priority areas such as women's empowerment, healthcare and education. These programmes are designed with a context-specific approach to address local development needs and generate lasting positive impact.

Governance of the Company's CSR initiatives is anchored at the Board level through the CSR Committee, which provides strategic oversight and ensures alignment with Himadri's values and business ethos. The corporate CSR team drives overall programme coordination, while plant-level CSR teams play an important role in community interface, implementation support and timely issue resolution. The Company actively engages with local communities through direct interactions as well as through trusted implementation partners, enabling it to remain responsive to stakeholder needs and expectations. Any concerns or grievances raised are addressed with due sensitivity and promptness through a structured mechanism led by the plant-level teams under the guidance of the CSR Committee. Through this collaborative and responsible approach, Himadri continues to advance inclusive growth and contribute meaningfully to community resilience and social well-being

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

ii) **Turnover** (₹ in Lakhs) - ₹ 4,40,510.57

iii) **Net worth** (₹ in Lakhs) - ₹ 4,62,261.12

### VII. Transparency and Disclosures Compliances

Transparency and accountability are integral to Himadri's approach to responsible business conduct. For the Company, transparency entails the open and timely sharing of relevant information, decisions, processes and policies with key stakeholders, including employees, customers, shareholders and communities. This approach reinforces trust, strengthens stakeholder relationships and reflects the Company's commitment to ethical and responsible operations.

To support this commitment, Himadri has established a structured Grievance Redressal Policy that provides a

formal framework for receiving, addressing and resolving stakeholder concerns in a fair, timely and transparent manner. The mechanism is designed to ensure accessibility, responsiveness and accountability across all levels of the organisation.

1. **Established a formal Grievance Redressal Policy** to ensure timely, fair and transparent resolution of stakeholder concerns.
2. **Created multiple channels for grievance reporting and feedback**, enabling employees, customers, shareholders and community members to raise concerns through accessible mechanisms.
3. **Designated responsible teams at appropriate levels** to manage, review and address grievances in a structured and accountable manner.
4. **Institutionalised a process for recording and tracking grievances**, including documentation of the nature of issues raised, status of resolution and closure.
5. **Adopted a systematic approach to analyse grievances** in order to identify recurring issues, underlying causes and areas requiring corrective action.
6. **Prioritised grievances based on severity and stakeholder impact** to ensure prompt resolution of critical concerns and prevent escalation.
7. **Strengthened transparent communication practices** by providing updates, clarifications and resolution status to relevant stakeholders wherever applicable.
8. **Encouraged stakeholder engagement and participation** in the grievance resolution process to support fair and context-specific outcomes.
9. **Implemented corrective and preventive actions** to address concerns effectively and reduce the likelihood of recurrence.
10. **Undertaken regular follow-up and monitoring** to assess the effectiveness of grievance resolution and ensure stakeholder concerns have been adequately addressed.
11. **Focused on continuous improvement of the grievance redressal mechanism** by incorporating learnings, stakeholder feedback and evolving best practices.
12. **Reinforced a culture of openness, accountability and responsiveness** as part of Himadri's broader commitment to ethical and transparent business conduct.

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/No) (If Yes, then provide web link for grievance redress policy)	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending for resolution at the close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending for resolution at the close of the year	Remarks
Communities	Yes	Nil	Nil	NA	Nil	Nil	NA
Investors (Other than shareholders)	Yes	Nil	Nil	NA	Nil	Nil	NA
Shareholders	Yes	Nil	Nil	NA	Nil	Nil	NA
Employees and workers	Yes	Nil	Nil	NA	Nil	Nil	NA
Customers	Yes	Nil	Nil	NA	Nil	Nil	NA
Value Chain Partners	Yes	Nil	Nil	NA	Nil	Nil	NA
Other (please specify)	Yes	Nil	Nil	NA	Nil	Nil	NA

Himadri continues to uphold a strong track record of zero complaints from stakeholders regarding unethical conduct, reflecting its structured and proactive governance approach. The Company has established a transparent and secure grievance redressal framework that enables all stakeholders to report concerns related to business practices through a toll-free number and a dedicated email channel. These reporting mechanisms ensure confidentiality, with each case reviewed by a designated committee for timely investigation and resolution. Guided by the Chief Sustainability Officer, Company Secretary and Chief Human Resources Officer, the framework is designed to deliver prompt and appropriate responses based on the nature and severity of concerns. Going forward, Himadri remains committed to strengthening this system through regular audits, robust monitoring processes and continuous stakeholder engagement, including open communication and feedback sessions. The Whistle Blower Policy and grievance redressal mechanism link are also made available to provide further clarity and accessibility.

[https://www.himadri.com/pdf/Vigil\\_Mechanism\\_and\\_Whistle\\_Blower\\_policy.pdf](https://www.himadri.com/pdf/Vigil_Mechanism_and_Whistle_Blower_policy.pdf)

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

Himadri's sustainability strategy is anchored in its commitment to addressing the most significant environmental, social and governance issues that shape both stakeholder expectations and long-term business resilience. In line with this approach, the Company has refined its materiality framework by restructuring its material topics and adopting the principles of double materiality as outlined under the Corporate Sustainability Reporting Directive (CSRD). This framework enables Himadri to identify and prioritise issues based on their impact on society and the environment, as well as their potential to create financial risks and opportunities for the business.

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By applying a double materiality lens, the Company evaluates sustainability from two interconnected dimensions — the impact of its operations on people and the environment ('inside-out') and the effect of sustainability-related developments on business performance and value creation ('outside-in'). This comprehensive approach ensures that sustainability reporting remains focused, decision-useful and aligned with the interests of both the Company and its stakeholders. The resulting material topics form the foundation of Himadri's sustainability roadmap and are embedded within its enterprise risk management framework, supporting informed decision-making across both near-term priorities and long-term structural trends

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk or opportunity, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Health & Safety	Opportunity	Aligned with our core business values, beliefs and practices, ensuring the safety and well-being of our employees is paramount. We dedicate significant efforts to uphold high standards of Health, Safety and Environment (HSE) in the workplace, recognizing that any lapses in these areas could have serious consequences.	At Himadri, we maintain strict adherence to health and safety protocols across all our plants and office locations. Our commitment to safety is demonstrated by our ISO 45001:2018 certification. We regularly conduct health and safety training for workforce, supplemented by risk assessment, periodic audits and surprise checks to ensure full compliance with all protocols.	While an accident may cause damage to reputation and incite potential legal actions by local authority, practicing / delivering best in class HSE performance has created positive differences to all direct and indirect stakeholders of the company as well as it has enhanced the brand value significantly.
2	Human Rights	Opportunity	A socially responsible corporation recognizes the importance of nurturing strong relationships with all stakeholders, including regulators, investors, suppliers and customers. At Himadri by placing a high priority on respecting human rights, we show our dedication to building lasting partnerships with stakeholders and safeguarding their rights.	Himadri is dedicated to sustainable development principles, which encompass protecting human rights, respecting individuals' dignity and well-being and ensuring equal rights for all. As part of this commitment, the Human Rights Policy applies to all employees and investors, while the Supplier Code of Conduct and Sustainable Procurement Policy clearly outlines the expectations for our suppliers.	At Himadri, we place a strong emphasis on the value of our people as crucial assets to our business. As a result, we prioritize our commitments to all human rights elements. We believe that this focus enables us to establish our brand as a leader in its class.

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Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk or opportunity, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	GHG Emissions	Opportunity	Recognizing the adverse impact of GHG emissions on the global climate, we acknowledge this as a shared risk. As a corporate entity, we are fully committed to making a positive contribution in this regard.	<p>Himadri diligently monitors its Scope 1 and 2 emissions, striving to enhance energy efficiency. The company is actively evaluating its emissions and has established short-term and long-term plans with defined objectives to improve energy intensity and reduce its carbon footprint.</p> <p>Additionally, we have initiated evaluating our Scope 3 or value chain emissions which impacts our business activities. Subsequently, we will engage with relevant stakeholders to mitigate Scope 3 emission.</p>	There is an immense positive impact of reducing GHG emissions, improving energy efficiency and air quality, eventually contributing to climate control initiatives.
4	Water Management	Opportunity	Several processes in our operations require water. Recognizing the significance of this finite resource, we are committed to reducing freshwater usage and optimizing our operations.	<p>Himadri has strategically implemented Zero Liquid Discharge (ZLD) to effectively manage water consumption, treatment and recycling for internal use. This initiative aims to continuously improve our water consumption intensity.</p> <p>Going beyond commitments, we are currently expanding our ZLD plant's capacity to increase water recyclability and reusability.</p>	There are many positive financial / non-financial implications from reduction in freshwater consumption considering quality water as a scarce resource.
5	Labour Practices	Opportunity	Our people are vital contributors to value creation and are our most valuable assets. We strive to attract qualified employees with relevant experience, provide them with best-in-class training and develop their skills to propel Himadri to greater heights.	To foster a positive working culture at Himadri, we have implemented progressive people practices aimed at retaining and attracting top talent. Our leadership regularly assesses our practices in this regard and adopts appropriate measures to enhance our workforce capabilities.	Enhancing the experience of our employees directly contributes to the Company's productivity and enables us to attain our objectives and business performance over time.

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Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk or opportunity, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Transparency	Opportunity	Himadri upholds a commitment to transparency and openness across all aspects of its operations. Comprehensive communication to the stakeholders are being done towards achieving transparency to the best possible extent.	Policies are in place to ensure Himadri's objectives in operating as a transparent organization. Appropriate procedures and actions are in place in case any deviation is observed.	There are many positive financial / non-financial implications of being a transparent company, which improves the brand image.
7	Community Relations	Opportunity	Building strong Community relations allow Himadri to foster trust and support between a company and local stakeholders. Positive community engagement can enhance corporate reputation, operational smoothness and build a strong social license to operate. They address community concerns, support local development and lead to mutually beneficial partnerships that strengthen long-term sustainability.	Himadri's CSR initiatives are driven by a structured, impactful approach under the guidance of its CSR Committee, a dedicated Board-level body committed to delivering positive change. This governance framework ensures that all CSR projects align with Himadri's core values and sustainability objectives, with a strong focus on initiatives that provide long-term benefits to communities. Himadri's CSR efforts are also aligned with the United Nations Sustainable Development Goals (UNSDGs), which reinforces the Company's dedication to global sustainability standards. By leveraging this structured approach and expert-led execution, Himadri continues to strengthen its role as a socially responsible organisation, dedicated to empowering communities and contributing to sustainable development.	With strong community relation, Himadri expects to operate for the overall well-being of society enhancing the possibilities of higher economic returns for the company as well as the communities where we operate.

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Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk or opportunity, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8	Code of conduct	Opportunity	A well-defined Code of Conduct presents a valuable opportunity for Himadri by establishing ethical standards and behavioral expectations of stakeholders. It promotes a positive work environment and governance practices. It fosters accountability and ethical behavior.	Himadri's Code of Business Conduct (CoBC) outlines key principles and standards applicable across its operations. As an integral part of employment contracts, it ensures all employees understand their responsibilities. Violations of the CoBC are taken seriously, with potential consequences for both the individual and the organisation. A Supplier Code of Conduct further extends these standards to business partners, establishing binding requirements to ensure alignment with Himadri's ethical practices.	The self-declared supplier code of conduct mandates compliance with Himadri's sustainability standards, including environmental protection, labor rights, business ethics and health and safety. By adhering to this code, suppliers contribute directly to our broader sustainability objectives, fostering a shared commitment to responsible business conduct. By adhering to our robust code of business conduct, we ensure economic prosperity and societal well-being for all. Fair competition in accordance with free market rules lay down equal opportunities for all our suppliers enabling them to develop product quality and transition to a low carbon economy.

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9	Data Security and Privacy	Opportunity	By prioritizing data security Himadri emerges as trusted and reliable company gaining confidence of stakeholders. Effective data protection safeguards sensitive information from breaches, ensuring customer and stakeholder confidence. Compliance with data privacy laws avoids legal penalties and reputational damage. Robust data security protects financial integrity and workflows.	Digital data safety is paramount. Himadri's data protection and security framework is aligned with national data privacy regulations, such as the Digital Personal Data Protection Act 2023 (DPDPA), ensuring that personal and Company data are protected against unauthorised access, breaches, or misuse. We ensure Advanced technological measures protect sensitive data from breaches or unauthorised access. Additionally, The Company's robust data governance policy ensures a compliance with national data protection and privacy standards (including Digital Personal Data Protection Act 2023).	Himadri ensures responsible and secure handling of customer data, minimizing the risk of breaches and protecting the company from legal liabilities and business losses. By strengthening data security, Himadri enhances customer trust, regulatory compliance and brand reputation, leading to stronger business relationships, reduced financial risks and long-term profitability.
10	Supplier Relationship Management	Opportunity	Optimizing supply chain, enhancing operational efficiency and building long-term strategic partnership. Effective management strengthens collaboration, improves supply chain reliability and drives innovation. By fostering strong relationships, companies mitigate risks, enhance transparency and achieve cost efficiency. It supports sustainability goals by aligning suppliers with ethical and environmental standards, contributing to business resilience and competitive advantage.	Himadri has constituted The value chain partner engagement task force which strengthens relationships with suppliers, ensuring an alignment with sustainability goals (particularly in reducing Scope 3 emissions). By training and assessing partners' ESG performance, the task force drives responsible sourcing practices, enhances efficiency and promotes sustainability progress across the value chain.	Effective Supplier Relationship Management (SRM) strengthens Himadri's supply chain resilience, ensuring cost efficiency, consistent quality and timely delivery. By fostering long-term partnerships, we secure better pricing, reduced procurement costs and lower risks of disruptions. Collaboration with suppliers on sustainability and innovation also enhances operational efficiency, improves ESG performance and drives financial growth through competitive advantage and market differentiation.

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11	Bribery and corruption	Opportunity	A firm stance against bribery and corruption positions Himadri as a leader in corporate responsibility, transparency and integrity. Addressing these issues helps maintain stakeholder trust, avoid legal penalties and ensure fair practices. Effective anti-bribery measures protect corporate reputation and stability	Tools such as audits and due diligence were employed to mitigate potential compliance risks related to sustainability topics including anti-bribery, corruption. In this regard, the Company considers group-wide business activities across all locations. To identify potential risks early, each business unit and function is required to conduct regular risk analyses. Based on analysis results, the ESG Council issues binding standards following deliberations. Himadri's anti-bribery and corruption framework cultivates integrity across business operations. This framework provides guidelines for employees, contractors and third-party stakeholders to prevent unethical practices (bribery, facilitation payments and gifts) that could influence business decisions.	The ABC framework protects Himadri from legal penalties, financial losses and reputational damage. By ensuring transparent business practices, it enhances investor confidence, regulatory compliance and stakeholder trust. This leads to stronger partnerships, improved credit ratings and greater access to capital, ultimately driving long-term financial stability and sustainable growth.
12	Waste Management	Opportunity	Effective waste management minimizes environmental pollution, reduces landfill use and conserves resources through recycling and reuse. It helps companies address legal requirements, mitigate operational risks and reduce disposal costs. Responsible waste management enhances corporate reputation and supports broader sustainability goals.	Waste management is a key activity which Himadri diligently carries out from the inception. Our entire value chain is based on the by-products of other industrial sectors. Through innovative technologies and constant research and development, we extract values out these otherwise waste materials.  Additionally, our operational standards clearly outline the 'Dos and Don'ts' of waste management. Our constant effort is currently being employed to recover and reuse our operational wastes as well.	As our legacy is based on recovering values out of by-products of other industrial sectors responsible waste management is very crucial for us. Effective waste management helps Himadri reduce disposal costs, optimize resource use and enhance regulatory compliance, avoiding fines and legal risks. By implementing waste recycling and circular economy initiatives, we recover valuable materials,

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					lower raw material expenses and create new revenue streams. Additionally, improved waste management strengthens ESG performance, attracting sustainability-focused investors and customers, ultimately driving cost savings and long-term profitability.
13	Responsible Procurement	Opportunity	By prioritizing ethical sourcing and making environmentally and socially responsible procurement decisions, Himadri builds strong, long-term relationships with suppliers who share its value. It reduces risks associated with unethical labor practices, environmental degradation and supply chain disruptions. By prioritizing suppliers who adhere to sustainability and ethical standards, organizations enhance reputation, regulatory compliance and social cum environmental outcomes leading to long-term value creation.	By working closely with our value chain partners, we aim to prevent breaches of human rights and environmental violations. We strive to enhance transparency and adequate traceability in our value chain entirely. In line with the commitment, we have embedded 'Together Towards Tomorrow' in corporate philosophy to underline our collaborative approach related to sustainability endeavors. Value chain is a function where although risks exist but they are not entirely under Himadri's control. Therefore, we have taken a bottom-up approach of identifying value chain risks and opportunities not only decentralizing the process but also encouraging value chain partners to seek collaboration. Therefore, we have formed a cross functional team. The value chain partner engagement task force which strengthens relationships with suppliers, ensuring an alignment with sustainability goals (particularly in reducing Scope 3 emissions). By training and assessing partners' ESG performance, the task force drives responsible sourcing practices, enhances efficiency and promotes	Sustainable procurement helps Himadri reduce costs, mitigate supply chain risks and enhance operational efficiency by sourcing from environmentally responsible and ethical suppliers. It ensures resource efficiency, lower raw material costs and waste reduction, leading to long-term financial savings. Additionally, strong ESG-aligned procurement attracts investors, enhances brand reputation and secures premium market opportunities, driving profitability and business resilience.

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				<p>sustainability progress across the value chain. To ensure that sustainability is ingrained throughout our supply chain, Himadri employs a multi-stage process for selecting and evaluating Supply Chain Partners. This process includes:</p> <ul style="list-style-type: none"> <li>▪ Non-disclosure agreement</li> <li>▪ Self-assessment surveys</li> <li>▪ Composite performance index</li> <li>▪ On-site and online audits</li> <li>▪ Collaborative mitigation approach</li> </ul>	
14	Policy Influence	Opportunity	<p>Policy influence aid to shape the regulatory and legislative environment in which a company operates. By engaging in policy discussions and advocating favorable regulation, companies can align public policies with objectives, mitigate regulatory risks and enhance efficiency. Effective policy influence enables companies to contribute to broader social and environmental goals.</p>	<p>Capitalizing on policy influence involves actively engaging with regulatory bodies, industry associations and sustainability initiatives to shape policies that align with Himadri's business goals. By advocating for favorable environmental and industry regulations, Himadri can gain early compliance advantages, access incentives and influence market standards.</p>	<p>Strategic policy influence enhances profitability, strengthens market positioning and ensures long-term financial stability. The major benefits are given below:</p> <ul style="list-style-type: none"> <li>▪ <b>Regulatory Foresight</b> – Reduces compliance costs and minimizes financial risks.</li> <li>▪ <b>Incentives &amp; Subsidies</b> – Unlocks government benefits, tax breaks and grants.</li> <li>▪ <b>Market Leadership</b> – Positions Himadri as an industry leader, attracting ESG-conscious investors and customers.</li> <li>▪ <b>Competitive Edge</b> – Ensures early adoption of policies, avoiding costly last-minute adjustments.</li> </ul>

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15	Human Capital Development	Opportunity	By focusing on the development of employees skills, knowledge and leadership potential Himadri ensures its workforce is equipped to meet challenges of an evolving market. Investing in employee skills and development drives efficiency, talent retention and a positive culture. It supports growth through workforce skills, organizational resilience, competitive advantage and strategic achievements	Our social responsibility efforts focus on creating lasting, positive impacts across multiple dimensions — improving livelihoods, fostering diversity, equity and inclusivity. We prioritise the health, safety and development of our employees, ensuring that they work in an environment that promotes their wellbeing and professional growth. Through ongoing training and development programmes, we empower our workforce to reach their full potential and contribute meaningfully to our collective success. Learning and development are essential success factors for promoting a strong and future-oriented company culture. The skills and competencies of employees are critical for profitable growth and long-term success. For this reason, Himadri is committed to modernising its learning culture and enhancing efforts to promote continuous, self-directed learning and learning from others. Employee development at Himadri is built on the principle that development opportunities and support are available to all employees. At Himadri, development is viewed as continuous learning through building individual experience and skills In lieu with the commitment Training and Development Committee works to identify skill gaps, training needs and career advancement opportunities, supporting the professional growth of Himadri employees.	Human capital development—through skill enhancement, leadership training and employee well-being initiatives—directly strengthens Himadri's productivity, innovation and operational efficiency. Potential benefits are as below: <ul style="list-style-type: none"> <li>▪ <b>Higher Productivity</b> – Skilled employees improve efficiency, reducing operational costs.</li> <li>▪ <b>Lower Turnover Costs</b> – Investing in employee growth enhances retention, saving on hiring and training expenses.</li> <li>▪ <b>Innovation &amp; Competitiveness</b> – A well-trained workforce drives process improvements and new product development, leading to revenue growth.</li> <li>▪ <b>Stronger ESG Performance</b> – A positive work environment attracts top talent and investors focused on social responsibility, boosting long-term profitability.</li> </ul>

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16	Fair Competition	Opportunity	Promotes a level playing field where Himadri can showcase its strengths, drive innovation and improve operational efficiency. It prevents monopolistic behaviors and unfair advantages, fostering innovation and market efficiency. Upholding fair competition helps maintain legal compliance, protects the Company's reputation and supports long term sustainability.	Himadri's fair competition policy ensures a compliance with anti-trust laws and promotes fair trade practices. The measures prevent anti-competitive behaviour, safeguard market integrity and provide a level playing field for all participants. Employees are trained to recognise and avoid practices like price fixing or monopolistic behaviour. Additionally, Himadri has established a fair competition framework to monitor and mitigate potential breaches. Value chain partners are expected to abide by the framework.	<p>Fair competition strengthens Himadri's market position by fostering transparency, ethical business practices and trust among stakeholders. Potential benefits are as follows:</p> <ul style="list-style-type: none"> <li>▪ <b>Enhanced Reputation</b> – Builds credibility, attracting investors and premium customers.</li> <li>▪ <b>Market Access &amp; Growth</b> – Compliance with fair trade laws prevents legal fines and ensures smooth global operations.</li> <li>▪ <b>Operational Efficiency</b> – Encourages innovation and cost-effective strategies rather than reliance on unethical shortcuts.</li> <li>▪ <b>Stronger Partnerships</b> – Ethical business practices foster long-term relationships with customers, suppliers and regulators, ensuring stable revenue streams.</li> </ul>

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17	Circular Economy	Opportunity	Adopting circular economy strategies Himadri showcases its potential to transform waste management, resource efficiency and sustainability. By focusing on recycling, reusing and waste reduction, a circular economy helps moderate costs and environmental impact. It drives innovation in product design and business models; it enhances resource security and enhances revenue streams, reputation and regulatory compliance.	To further our efforts to integrate circular economy principles in every facets of our organization, Himadri has constituted BU level task force. This task force drives Himadri's efforts to embed circular economy principles throughout the business. By minimizing waste, promoting recycling and optimizing product lifecycles, this task force ensures that resources are used efficiently and sustainably. Through collaboration across departments and initiatives (take-back programmes), the task force creates innovation and reduces environmental impact, contributing to a closed-loop system.	Embracing the circular economy allows Himadri to maximize resource efficiency, reduce waste and create new revenue streams by repurposing byproducts and extending product life cycles. <ul style="list-style-type: none"> <li>▪ <b>Cost Savings</b> – Minimizes raw material expenses through recycling and waste reduction.</li> <li>▪ <b>Revenue Growth</b> – Unlocks new business opportunities by converting waste into valuable products.</li> <li>▪ <b>Regulatory Compliance</b> – Avoids fines and benefits from government incentives for sustainable practices.</li> <li>▪ <b>Brand &amp; Market Advantage</b> – Enhances reputation, attracting ESG-focused investors and customers willing to pay a premium.</li> <li>▪ <b>Supply Chain Resilience</b> – Reduces dependence on finite resources, ensuring long-term cost stability.</li> </ul>

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18	Risk Management	Opportunity	Effective risk management identifies, assesses and mitigates potential threats from financial uncertainties to operational disruptions. It ensures regulatory compliance, strengthens decision-making and protects against unforeseen events. By proactively addressing risks, organizations can prevent losses, seize opportunities and deepen stakeholder trust.	Himadri has conducted a comprehensive risk identification process (as directed by the Board). Although the Risk Management Committee is expected to take the lead in this effort, cross-committee and common risks are being addressed in collaboration with other committees mandated by the Board. Besides, Himadri incorporated sustainability related risks, including responses to non-conformities, reputational risks and actions that could affect the Company's brand. Himadri's governance risk management employs decentralised controls to capture granular risks (including physical and transition risks). Executives are appointed at the operating business and group levels to ensure comprehensive risk management. At the group level, risk registers are aggregated to identify material risks across three factors: frequency, potential magnitude and impact. The established risk management system monitors quantifiable and non-quantifiable risks for the prevailing year and the mid-term period. Risk reporting serves as the starting point and outcome of Himadri's continuous risk management. Additionally, we have established a separate risk management committee. This Committee oversees risk identification, assessment and mitigation that could impact the Company. This Committee (Board members and senior executives) ensures a robust risk management framework aligned with industry best practices and regulatory requirements. The Committee's	<p>Effective risk management strengthens Himadri's financial stability by proactively identifying, assessing and mitigating potential threats across operations, compliance and market dynamics.</p> <p><b>Reduced Financial Losses</b> – Minimizes disruptions from market volatility, regulatory fines and operational failures.</p> <p><b>Lower Insurance &amp; Compliance Costs</b> – Ensures adherence to laws, reducing penalties and insurance premiums.</p> <p><b>Business Continuity &amp; Resilience</b> – Protects revenue streams by preparing for economic shifts, supply chain risks and climate impacts.</p> <p><b>Stronger Investor Confidence</b> – A well-managed risk framework attracts long-term investors and enhances credit ratings.</p> <p><b>Competitive Advantage</b> – Enables proactive decision-making, ensuring sustained profitability and market leadership.</p>

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				responsibilities include monitoring the Company's risk profile, reviewing risk management policies and ensuring the implementation of effective risk mitigation strategies. By conducting periodic risk assessments and stress tests, the Risk Management Committee ensures that threats are proactively addressed and goals achieved.	
19	Energy Management	Opportunity	Energy management helps reduce operational costs, energy consumption, waste and greenhouse gas emissions. Effective energy management enhances corporate reputation, attracting Eco conscious investors and customers. Besides, it enhances resilience against energy price volatility and supply disruptions, strengthening long-term sustainability and moderated environmental impact. It ensures resilience against energy price volatility and supply disruptions. Overall, energy management is key to long-term business sustainability, minimizing environmental impact and supporting the transition to a low-carbon economy.	Energy management will remain a focus, as Himadri continues to optimise energy use through the implementation of ISO 50001:2018 standards and advanced monitoring technologies. This initiative will be supported by digital solutions, allowing for real-time tracking and optimisation of energy consumption to meet energy reduction targets while maintaining operational efficiency. Additionally, energy optimisation task force drives Himadri's commitment to energy efficiency and sustainability. Focused on energy-saving opportunities and implementing cutting-edge technologies, this task force ensures the Company minimises energy consumption while maintaining operational excellence. Regular audits and employee awareness campaigns enhances energy conservation, reducing costs and contributing to a greener future for Himadri.	Effective energy management helps Himadri reduce costs, improve efficiency and enhance sustainability, leading to significant financial gains. The benefits are as follows: <ul style="list-style-type: none"> <li>▪ <b>Lower Operational Costs</b> – Optimizing energy use reduces electricity and fuel expenses.</li> <li>▪ <b>Regulatory Compliance &amp; Incentives</b> – Avoids penalties and unlocks government subsidies for energy-efficient practices.</li> <li>▪ <b>Increased Productivity</b> – Energy-efficient systems enhance operational performance and reduce downtime.</li> <li>▪ <b>Enhanced ESG Performance</b> – Attracts sustainability-focused investors and customers, boosting revenue and market value.</li> </ul>

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20	Product Stewardship	Opportunity	<p>Product stewardship ensures responsible product lifecycle management. This comprises products designed for durability, recyclability and safe disposal, reducing waste and resource consumption. Effective product stewardship enhances brand reputation and compliance with meeting the growing demand for sustainable products. It fosters innovation in creating eco-friendly solutions, long-term business sustainability and environmental protection.</p>	<p>Product stewardship involves taking responsibility for a product's environmental and social impact throughout its life cycle. Himadri can leverage this approach to enhance sustainability, reduce costs and strengthen market positioning. Our key strategies to further product stewardship are as follows:</p> <p><b>Eco-Design &amp; Sustainable Innovation</b> – Develop low-carbon, recyclable, or biodegradable products to meet growing ESG demands.</p> <p><b>Circular Economy Integration</b> – Implement closed-loop systems, ensuring product materials are recovered, reused, or repurposed.</p> <p><b>Extended Producer Responsibility (EPR) Compliance</b> – Align with regulatory requirements by managing end-of-life product disposal efficiently.</p> <p><b>Downstream Engagement</b> – Collaborate with customers and recyclers to ensure responsible product use, disposal and recycling.</p> <p><b>Transparency &amp; Certifications</b> – Obtain eco-labels and third-party sustainability certifications to differentiate products in the market.</p>	<p>Product stewardship not only enhances environmental responsibility but also delivers significant financial advantages by optimizing resource use, reducing risks and creating new market opportunities.</p> <p>Key Financial Benefits:</p> <ul style="list-style-type: none"> <li>▪ <b>Long-Term Cost Stability</b> – Reduces dependence on volatile energy prices, ensuring predictable financial planning.</li> <li>▪ <b>Cost Savings</b> – Using recyclable materials and improving product efficiency lowers raw material and waste disposal costs.</li> <li>▪ <b>Regulatory Compliance &amp; Avoided Penalties</b> – Proactively managing end-of-life product impacts ensures compliance with Extended Producer Responsibility (EPR) laws, avoiding fines and legal risks.</li> <li>▪ <b>New Revenue Streams</b> – Circular economy initiatives, such as recycling and product repurposing, create additional income from recovered materials.</li> </ul>

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				<p><b>Customer &amp; Market Advantage</b> – Position sustainable products as premium offerings, attracting environmentally conscious buyers and investors.</p> <p>By embracing product stewardship, Himadri can enhance brand value, reduce regulatory risks, drive innovation and capture new revenue streams, ensuring long-term financial and environmental sustainability.</p>	<ul style="list-style-type: none"> <li>▪ <b>Market Differentiation &amp; Premium Pricing</b> – Eco-friendly and low-carbon products attract sustainability-conscious consumers, allowing premium pricing and a competitive edge.</li> <li>▪ <b>Investor &amp; Customer Appeal</b> – Strong stewardship enhances ESG performance, attracting green investors and corporate buyers looking for responsible supply chain partners.</li> <li>▪ <b>Supply Chain Stability</b> – Sustainable material sourcing reduces reliance on volatile raw material markets, ensuring cost predictability and long-term savings.</li> </ul>
21	Climate Change	Opportunity	By addressing climate change proactively, Himadri capitalizes on emerging markets and technologies focused on environmental solutions. Climate change affects regulatory compliance, operational costs and supply chain. Companies need to address climate risks to mitigate	As a forward-thinking organisation, Himadri addresses climate change, marked by extreme weather events. The Company's comprehensive risk register includes climate change risks that cover physical and transition risks cum opportunities. This holistic approach empowers Himadri to proactively manage the diverse risks associated with climate change. As Himadri looks to the future, its commitment to	At Himadri, addressing climate risks is one thing; it is imperative to seize opportunities through strategic policies and actions as well.  Himadri deployed policies addressing key environmental factors pertinent to the speciality chemicals sector, aligning global and national goals.

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			<p>financial losses and avoid reputational damage. The proactive management of climate change is aligned with global sustainability goals that could unlock innovation and leadership opportunities leading to long-term stability and environmental stewardship</p>	<p>addressing climate change will be driven by a multi-faceted approach that blends innovation with sustainability. The Company believes that achieving Net-Zero is not merely the end goal; instead, it strives to foster a carbon-negative economy, creating a better planet for future generations. In short term perspective, The Company aims to achieve climate change resilience by incorporating diverse fuels and minimizing energy consumption.</p>	<p>Key financial benefits are:</p> <ul style="list-style-type: none"> <li>▪ <b>Reduced Financial Risks</b> – Minimizes disruptions from extreme weather, regulatory changes and resource scarcity, ensuring business continuity.</li> <li>▪ <b>Lower Operational Costs</b> – Investing in energy efficiency, water conservation and sustainable infrastructure reduces long-term expenses.</li> <li>▪ <b>Regulatory Compliance &amp; Incentives</b> – Proactive adaptation to climate policies helps avoid fines and access government subsidies and green financing.</li> <li>▪ <b>Supply Chain Stability</b> – Strengthening climate resilience ensures uninterrupted raw material sourcing, preventing costly production delays.</li> <li>▪ <b>New Market Opportunities</b> – Developing low-carbon and climate-friendly products attracts sustainability-focused customers and investors.</li> <li>▪ <b>Enhanced Brand Reputation &amp; Competitive Edge</b> – A strong climate strategy boosts ESG performance, leading to higher investor confidence and premium market positioning.</li> </ul>

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## Section B

### MANAGEMENT AND PROCESS DISCLOSURES

At Himadri, the principles of the National Guidelines on Responsible Business Conduct (NGRBC) are embedded into the Company's governance architecture, policy framework and operational processes to ensure that stakeholder interests remain integral to business decision-making. This governance-led approach strengthens accountability, supports ethical business conduct and enables the Company to contribute towards wider developmental priorities in a responsible and sustainable manner.

Himadri's policy framework reflects its commitment to maintaining robust environmental and social standards across both its own operations and its value chain. Through policies that promote transparency, compliance and responsible business conduct, the Company fosters an open and accountable work environment. Oversight by the Board ensures that these principles are effectively translated into business practices and remain aligned with the Company's strategic direction and governance priorities.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes	Y	Y	Y	Y	Y	Y	Y	Y	Y
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board?	<a href="https://www.himadri.com/policies_new.php">https://www.himadri.com/policies_new.php</a>								
c. Web Link of the Policies, if available (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
2. Whether the entity has translated the policy into procedures? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000:2014, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	P1-QMS (ISO 9001:2015), IATF (16949:2016) ISO-37001:2016	P2-ISO 17025:2017, QMS (ISO 9001:2015), IATF (16949:2016) ISO-20400:2017	P3-ISO 45001:2018, QMS (ISO 9001:2015), IATF (16949:2016), SA 8000:2014	P4-QMS (ISO 9001:2015), IATF (16949:2016) SA8000:2014 ISO 28000:2022	P5-SA8000:2014, ISO:45001:2018	P6- ISO 14001:2015, ISO 50001:2018, ISO 22301:2019	P7- ISO-37001:2016	P8-ISO-20400:2017	P9 -ISO 27001:2013, ISO22301:2019
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Y	Y	Y	Y	Y	Y	Y	Y	Y
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	All have been met								

Himadri's ISO certifications continue to reflect its strong commitment to globally recognized management standards and operational excellence. These certifications reinforce stakeholder confidence including banks, investors and customers by positioning the Company as a structured, dependable and future-ready organization. Adherence to ISO standards requires stringent compliance with international

benchmarks, demonstrating that our processes align with best-in-class practices in quality and governance.

During the current reporting year, the Company has successfully sustained all its ISO certifications and remains focused on further strengthening these standards in the years ahead. The details are provided below-

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### ISO 9001:2015 certification (Quality)

Himadri operates through a robust ISO 9001:2015 certified Quality Management System (QMS), reinforcing its commitment to consistently meeting customer expectations and evolving regulatory requirements. The QMS framework is built on principles of continuous improvement, risk-based thinking and enhanced customer satisfaction, forming a strong foundation for sustained operational excellence and responsible product stewardship.

Through structured quality audits, advanced process control systems and ongoing performance monitoring, the Company is strengthening oversight across the entire value chain from raw material sourcing to final product delivery ensuring adherence to rigorous quality standards. The ISO 9001:2015 certification, validated through periodic external assessments, continues to demonstrate Himadri's focus on delivering safe, reliable and future-ready products aligned with global benchmarks.

### ISO 14001:2015 certification (Environment)

The ISO 14001:2015 certification, focused on Environmental Management Systems (EMS), continues to play a vital role for Himadri in advancing sustainable practices, strengthening compliance with environmental regulations and enhancing overall operational efficiency. ISO 14001:2015 provides a structured framework for managing and progressively reducing environmental impact. By proactively identifying and controlling environmental risks such as emissions, waste, water usage and resource consumption. Himadri is continuously improving its environmental performance. This approach supports reduction in pollution and minimization of the ecological footprint of operations, which remains especially critical in the chemicals industry where processes may involve hazardous materials.

### ISO 27001: 2013 certification (Information Security)

ISO 27001:2013, the internationally recognized standard for Information Security Management Systems (ISMS), continues to strengthen Himadri's commitment to safeguarding sensitive information. This certification reflects the presence of robust security frameworks to protect critical data, including intellectual property, financial information, customer data and employee records. In an increasingly digital landscape, such measures are essential to prevent potential financial and reputational risks associated with data breaches. ISO 27001:2013 enables Himadri to proactively identify security risks, vulnerabilities and emerging threats to information systems. Through the implementation of comprehensive controls and policies, the Company is continuously enhancing its ability to mitigate risks and minimize the likelihood of cyber incidents or data leaks, ensuring a systematic and forward-looking approach to information security management.

### ISO-37001: 2016 (Anti-bribery)

The ISO 37001:2016 certification, focused on Anti-Bribery Management Systems (ABMS), continues to strengthen Himadri's commitment to corporate integrity, ethical business conduct and compliance with evolving anti-corruption regulations. This certification provides a structured framework for proactively preventing, detecting and addressing bribery risks across operations. In an industry such as chemicals, where engagements with suppliers, contractors and government bodies are integral, such a framework plays a critical role in mitigating potential risks associated with unethical practices. ISO 37001:2016 supports the establishment of clear policies, controls and procedures to prevent bribery, reinforcing a culture of integrity across the organization. It also enhances Himadri's governance framework by promoting greater transparency, accountability and responsible decision-making in all business activities.

### ISO 45001: 2018 certification (Health & Safety)

The ISO 45001:2018 certification, the international standard for Occupational Health and Safety (OHS) management systems, continues to play a vital role in strengthening Himadri's commitment to employee well-being, advanced safety practices and regulatory compliance. ISO 45001:2018 offers a structured framework for proactively identifying, managing and minimizing health and safety risks across the workplace. For Himadri, this translates into continuously enhancing a safe and resilient working environment, particularly significant in the chemicals industry where operations may involve exposure to hazardous materials and processes. By implementing ISO 45001:2018 Himadri ensures that its systems and processes are designed to safeguard the health and well-being of its workforce. One of the key strengths of ISO 45001:2018 lies in its preventive approach toward accidents and occupational illnesses. Through systematic hazard identification and robust risk control measures, Himadri is steadily reducing workplace incidents, injuries and health risks. This contributes to smoother operations, optimized costs and improved workforce attendance, fostering a more productive and healthier organization. A safe and supportive work environment also continues to enhance employee morale, engagement and overall confidence.

### ISO 50001: 2018 certification (Energy management)

The ISO 50001:2018 certification, focused on Energy Management Systems (EnMS), continues to strengthen Himadri's approach toward improving energy efficiency, optimizing costs and reinforcing environmental responsibility. ISO 50001:2018 provides a structured framework for systematically monitoring, measuring and enhancing energy performance. By adopting this standard, Himadri is continuously identifying opportunities to reduce

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energy consumption without impacting productivity, enabling more efficient use of energy across its operations.

Energy expenditure remains a significant component of operational costs, particularly in energy-intensive sectors such as chemicals and manufacturing. ISO 50001:2018 supports Himadri in implementing forward-looking energy optimization measures, including improved equipment efficiency, enhanced operational practices and reduction of energy losses. These initiatives are expected to drive sustained cost efficiencies while strengthening overall operational performance and long-term profitability.

#### **IATF 16949: 2016 QMS for Automotive industry:**

The IATF 16949:2016 certification continues to be highly significant for Himadri, particularly as the Company strengthens its presence in the automotive value chain. As a manufacturer and supplier of specialty chemicals and materials used in automotive applications such as lubricants, additives and coatings- this certification plays a critical role in ensuring alignment with industry-specific quality standards. IATF 16949:2016 is designed exclusively for the automotive sector, enabling consistent adherence to stringent requirements related to safety, performance and environmental compliance. For Himadri, this certification reinforces the capability to meet precise specifications demanded by automotive manufacturers.

Automotive OEMs (Original Equipment Manufacturers) and Tier 1 suppliers increasingly expect their partners to comply with IATF 16949:2016 to ensure consistency with global quality benchmarks. By sustaining this certification, Himadri is well-positioned to meet evolving industry expectations, strengthen its manufacturing processes and enhance product reliability. This not only supports the continuity of existing partnerships but also enables the Company to expand opportunities and deepen its engagement within the automotive sector.

#### **SA8000:2014 (Social accountability)**

Achieving this certification continues to reinforce Himadri's commitment to ethical practices, including respect for labour rights, provision of a safe working environment and promotion of fair wages. This strengthens the Company's reputation and is expected to build deeper trust among customers, investors and stakeholders. It also ensures alignment with globally recognized ethical standards, as the SA8000 framework requires adherence to international labour laws and human rights principles. For Himadri, this enables a proactive approach to managing social risks, ensuring that operations consistently meet evolving expectations related to labour practices, including the prevention of child labour, forced labour, discrimination and unsafe working conditions.

#### **ISO 22301:2019 (Business Continuity Management Systems)**

Himadri has been awarded the ISO 22301:2019 certification for its Business Continuity Management System (BCMS), underscoring its strong commitment to operational resilience and continuity planning. The certification validates the Company's structured approach to identifying, managing and mitigating potential business disruptions through robust policies, processes and preparedness mechanisms. By strengthening its business continuity framework, Himadri is better positioned to ensure continuity of critical functions, minimise disruption-related risks and sustain business performance in an increasingly dynamic operating environment.

#### **ISO 20400:2017 (Sustainable procurement practices)**

Himadri continues to align its procurement practices with the principles of ISO 20400:2017- Sustainable Procurement Guidelines, embedding environmental, social and ethical considerations into its sourcing strategy. The Company's procurement framework is evolving to ensure that suppliers consistently align with its values on human rights, fair labour practices, ethical conduct and environmental stewardship. This approach is strengthening a resilient, inclusive and transparent value chain, supporting Himadri's long-term commitments toward Net Zero ambitions and human rights priorities.

#### **ISO 28000:2022 (Supply Chain Security Management)**

Himadri has been awarded the ISO 28000:2022 certification, underscoring its commitment to operational resilience, supply chain security and robust risk management practices. The certification validates the Company's structured approach to establishing and maintaining a security management system designed to safeguard business continuity and strengthen the integrity of its operational ecosystem. Through this achievement, Himadri has further enhanced its ability to anticipate and manage security-related risks, reinforce supply chain reliability and support sustainable long-term value creation.

#### **ISCC PLUS (International Sustainability and Carbon Certification PLUS)**

Himadri has received the ISCC PLUS certification, reinforcing the Company's commitment to sustainability, traceability and responsible sourcing across its value chain. ISCC PLUS is a globally recognised voluntary certification system designed to support the circular economy and bioeconomy by validating the sustainability characteristics of alternative feedstocks, including recycled and bio-based materials. It also enables robust traceability of such materials through

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recognised chain-of-custody approaches such as mass balance, physical segregation and controlled blending. This certification reflects Himadri's efforts to strengthen sustainable material management and align its operations with evolving market expectations for responsible production and supply chain transparency. By obtaining ISCC PLUS certification, the Company has further enhanced its ability to support circularity, improve traceability across material flows and reinforce stakeholder confidence in the sustainability attributes of its products. The certification also complements Himadri's broader sustainability strategy by supporting responsible growth, value chain resilience and long-term value creation.

### ISO 45003:2021(Psychological Health and Safety at Work)

Himadri is currently in the process of pursuing enrolment under ISO 45003:2021 reflecting the Company's continued

commitment to strengthening psychological health, safety and employee well-being as part of its broader occupational health and safety framework. Recognising the growing importance of psychosocial risk management in the workplace, the Company is taking structured steps to align its systems and practices with internationally recognised standards for psychological health and safety. This initiative is aimed at further enhancing Himadri's ability to identify, assess and manage psychosocial risks that may arise from workplace factors, while fostering a safe, supportive, inclusive and respectful work environment for employees. The adoption of ISO 45003:2021 is expected to strengthen the Company's people-centric approach by promoting employee well-being, improving workplace engagement and reinforcing a culture of care and trust across the organisation. Through this ongoing effort, Himadri seeks to build greater organisational resilience and further embed employee welfare into its long-term sustainability and governance priorities.

## Governance, leadership and oversight

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

I am pleased to present Himadri's Business Responsibility and Sustainability Report (BRSR), prepared in alignment with SEBI requirements and guided by our ESG vision, "Together Towards Tomorrow." Our sustainability approach is structured around clearly defined objectives, ensuring measurable progress across environmental, social and governance priorities.

Safety and People Well-being remain our foremost priority. Under our Zero-Accident Vision, we targeted a Lost Time Injury Frequency Rate (LTIFR) of less than 1 and are proud to report the achievement of zero LTIFR during the reporting period, reflecting strong systems, leadership commitment and workforce engagement.

In line with our energy efficiency objective, we targeted a 20% reduction in energy intensity and achieved a 19.31% reduction, driven by operational optimization and improved energy management practices.

Our climate action agenda focuses on reducing greenhouse gas emissions across Scopes 1, 2 and 3. Against a target of 30% reduction in Scope 1 and Scope 2 emission intensity, we achieved a 38.18% reduction, exceeding expectations. For Scope 3 emissions, against a target of 8% reduction, we achieved a 17.17% reduction, demonstrating progress in value chain decarbonization initiatives.

Himadri continues to maintain strong performance in water and effluent management, achieving 100% Zero Liquid Discharge (ZLD) compliance across all operating units.

In waste management, we have significantly minimized landfill disposal to 0.01%, far exceeding our target of less than 1%, while strengthening circularity through over 95% recycling and reuse of materials.

From a social perspective, we are steadily progressing towards enhancing diversity, with 6.14% gender diversity in management roles against a target of 6.5%. We have also achieved 99% coverage in compliance and ethics training, reinforcing our governance framework and ethical culture.

Our commitment to responsible value chain management is reflected in achieving 100% sustainability assessment coverage of both upstream and downstream partners representing 75% of procurement and sales value, respectively.

We are also advancing our low-carbon product portfolio and customer decarbonization initiatives, aligning innovation with sustainability outcomes and supporting customers in reducing their carbon footprint.

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	<p>While we continue to navigate challenges such as decarbonization of hard-to-abate processes, Scope 3 emission management and evolving regulatory expectations, our performance demonstrates strong alignment between our sustainability objectives, targets and achievements.</p> <p>Himadri remains committed to strengthening its ESG performance through innovation, accountability and transparency, as we progress towards a resilient, inclusive and low-carbon future.</p>
<p><b>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</b></p>	<p>At the highest level, Himadri's Board of Directors, under the leadership of the Chairman cum Managing Director &amp; CEO, provides strategic oversight and direction to the Company, with a continued focus on safeguarding and enhancing long-term shareholder value. The Board plays a central role in guiding the Company's business strategy, governance practices and sustainability agenda, ensuring that decisions are aligned with Himadri's vision, mission and the long-term interests of all stakeholders.</p> <p>The Board also provides oversight across the Company's operations to support effective resource utilisation, robust governance and responsible business conduct. Independent Directors chair key Board Committees, which play an important role in reviewing strategic matters, monitoring implementation of Board-approved policies and procedures and ensuring effective governance oversight across critical areas of the business.</p> <p>Himadri's ESG governance framework is designed to provide structured oversight, accountability and execution across sustainability-related matters. At the apex, the Board is responsible for overseeing ESG-related priorities, including the associated risks, opportunities and long-term strategic implications for the business. The Board-level ESG Committee provides focused oversight on sustainability matters and supports the integration of ESG considerations into the Company's broader strategic and governance framework.</p> <p>The ESG Council, chaired by the CMD &amp; CEO, periodically reviews and oversees the implementation of the Company's Sustainability Policies. Under the leadership of the Chief Sustainability Officer, the committee tracks progress, provides updates to the board and monitors key sustainability KPIs.</p> <p>The ESG Steering Committee, serving as the highest authority at the unit level, is tasked with the implementation of ESG initiatives. This team collaborates with functional teams, external partners and industry stakeholders to develop roadmaps for sustainability endeavours.</p>
<p><b>9. Does the entity have a specified Committee of the Board / Director responsible for decision making on sustainability related issues? (Yes/No). If yes, provide details.</b></p>	<p>Yes, As part of Himadri's governance framework, the ESG Committee functions as a Board-level Committee responsible for providing strategic oversight on key environmental, social and governance matters. The Committee plays a critical role in reviewing ESG-related priorities, identifying associated risks and opportunities and guiding the development of appropriate mitigation and management strategies. Through its oversight, the Committee supports the integration of ESG considerations into the Company's broader governance and decision-making processes.</p> <p>In addition, the ESG Council plays an important role at the management level by reviewing the Company's Business Responsibility and Sustainability Report (BRSR) and recommending it to the Board for adoption. The Council also reviews and approves the Company's Sustainability Report, while monitoring the implementation of sustainability initiatives and key ESG performance indicators. Chaired by the Chief Sustainability Officer, the Council is responsible for tracking progress against the Company's sustainability priorities and providing periodic updates to the Board and relevant governance forums</p>

**10. Details of Review of NGRBCs by the Company:**

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

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11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Yes. As part of ISO systems implementation policy review is part of the audit or assessment during financial year we have engaged external parties for surveillance of ISO management systems. We have engaged below external agencies to carry out our assessment of the working of its policies. DNV, BV, TUV SUD, SGS.								

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

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

At Himadri, we continue to align our operations with the principles of the National Guidelines on Responsible Business Conduct (NGRBC), reinforcing our commitment to ethical, transparent and sustainable business practices. These guidelines serve as a strong foundation for integrating our core values with responsible corporate conduct and long-term value creation. Our policies are embedded across key areas of ethical and responsible business practices, ensuring consistency in implementation. Himadri has developed and continues to strengthen comprehensive policies and frameworks that promote ethical conduct, ensure legal compliance and protect organizational reputation. These frameworks address critical aspects such as anti-bribery and corruption, fair competition, environmental stewardship, occupational health and safety and whistleblower mechanisms. The key policies supporting the organization are outlined below:

Principle no	Principle details	Policy as per principle
<b>Principle 1:</b>	Businesses should conduct and govern themselves with ethics, transparency and accountability	<ol style="list-style-type: none"> <li>1. Anti-Bribery &amp; corruption Policy</li> <li>2. Anti-corruption due diligence program</li> <li>3. Specific approval procedure for sensitive transactions</li> <li>4. Information security due diligence program</li> <li>5. Implementation of record retention Schedule policy</li> <li>6. Incident response procedure</li> <li>7. Measure of gaining stakeholder consent</li> <li>8. Information Security risk assessment</li> <li>9. Policy on prevention and detection of bribery, fraud and other corruptions</li> <li>10. Stakeholder engagement policy</li> <li>11. Prevention of documents &amp; archival policy</li> <li>12. Vigil mechanism /whistle blower policy</li> <li>13. Audit of control procedure to prevent information security breaches</li> </ol>

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Principle no	Principle details	Policy as per principle
		14. Code of Conduct 15. Data management and information security policy 16. Health and safety policy 17. Extortion, fraud and money laundering policy 18. Code of Conduct for all Director and senior Management 19. Conflict of interest policy
<b>Principle 2:</b>	Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle	1. Sustainable procurement Policy 2. Promotion of sustainable consumption 3. Risk Management Policy 4. Responsible Consumption policy
<b>Principle 3:</b>	Businesses should promote the wellbeing of all employees	1. Canteen Policy 2. Employee Health & Safety policy 3. Drug & Alcohol Policy 4. Long service Award Policy 5. Onboarding Policy 6. Loan & advance Policy 7. Fair competition Policy 8. Recruitment Policy 9. POSH 10. Career Progression Policy 11. Diversity, Equity and Inclusion Policy 12. Vigil mechanism /whistle blower policy 13. Prevention of sexual harassment policy 14. Risk management policy
<b>Principle 4:</b>	Businesses should respect the interests of and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized	1. CSR policy 2. Sustainable Procurement Policy 3. Stakeholder Engagement Policy
<b>Principle 5:</b>	Businesses should respect and promote human rights	1. Child & Forced Labour Policy 2. Human Rights Policy 3. Sustainable Procurement Policy 4. Supplier Code of Conduct 5. Gift Hospitality & Entertainment Policy 6. Prevention of sexual harassment policy 7. Vigil mechanism /whistle blower policy 8. Risk management policy 9. Human Rights Policy 10. Child Labour Policy 11. DEI Policy 12. Anti-Harassment 13. Stakeholder Human Rights Policy 14. Human Rights Charter

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Principle no	Principle details	Policy as per principle
<b>Principle 6:</b>	Businesses should respect, protect and make efforts to restore the environment	<ol style="list-style-type: none"> <li>1. Environment Policy</li> <li>2. Bio Diversity</li> <li>3. Water management</li> <li>4. Air Pollution</li> <li>5. Energy &amp; GHG emission</li> <li>6. Product End of Life</li> <li>7. Customer health &amp; safety</li> <li>8. Responsible Consumption Policy</li> <li>9. Environment Services and advocacy</li> </ol>
<b>Principle 7:</b>	Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner	<ol style="list-style-type: none"> <li>1. Code of Conduct of all directors &amp; senior management</li> <li>2. Fair Competition Policy</li> </ol>
<b>Principle 8:</b>	Businesses should support inclusive growth and equitable development	<ol style="list-style-type: none"> <li>1. Recruitment Policy</li> <li>2. Fair Competition Policy</li> <li>3. Sustainable Procurement Policy</li> <li>4. Diversity, Equity and Inclusion Policy</li> <li>5. CSR Policy</li> </ol>
<b>Principle 9:</b>	Businesses should engage with and provide value to their customers and consumers in a responsible manner	<ol style="list-style-type: none"> <li>1. Customer health &amp; safety</li> <li>2. Product End-of-Life</li> <li>3. Information Security risk assessment</li> <li>4. Vigil mechanism /whistle blower policy</li> <li>5. Data management and information security policy</li> <li>6. Code of conduct for business partners</li> </ol>

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## Section C

### Principle 1

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

While business activities play a critical role in advancing human well-being and economic development, they can also have significant environmental and social implications. Responsible business conduct is therefore essential to anticipate, prevent and mitigate potential adverse impacts arising from operations across the value chain. Organizations must strive to balance economic growth with the needs of people and the protection of the planet, ensuring that prosperity is achieved in a manner that is inclusive, sustainable and resilient. This requires businesses to operate with a high degree of transparency, adhere strictly to applicable laws and regulations and remain accountable to all stakeholders.

Ethical conduct is deeply embedded in Himadri's core business principles and forms the foundation of its sustainable value creation model. The Company's unwavering commitment to integrity and ethical governance is reinforced through a comprehensive framework of well-defined policies and practices, including its Code of Conduct, Anti-Bribery and Anti-Corruption Policy and a robust governance architecture. Together, these mechanisms promote responsible decision-making, foster a culture of accountability and ensure that ethical standards are consistently upheld across all levels of the organization.

### SDGs Impacted



**100%**  
Training Coverage  
of Employees

**NIL**  
Penalty

**NIL**  
Number of  
Complaints

### Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/ principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	13	ESG Awareness Skills, Functional Skills, Compliance	100
Key Managerial Personnel	13	HSES, Awareness, Functional Skills, Compliance	100
Employees other than BoD and KMPs	300	HSES, Awareness, Functional Skills, Compliance	100
Workers	132	HSES, Awareness, Functional Skills, Compliance	100

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Recognizing the importance of individual preparedness, Himadri makes sustained investments in structured training programmes. To foster a diverse, equitable and well informed organizational culture, equal access to learning opportunities is provided across all levels, including external stakeholders where relevant. The Company achieved the milestone of **100% training coverage** across the workforce from senior leadership to frontline workers through its inclusive and systematic training framework. Training programmes are delivered via the Company's online Learning Management System, **Utkarsh**, through customized virtual modules, supplemented by in person workshops and role based interactive webinars. To enhance training effectiveness, Himadri conducts periodic assessments to evaluate employee understanding and engagement.

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 (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity's website):**

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

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

Himadri remains unwaveringly committed to full compliance with the Companies Act, 2013 and SEBI enabling the Company to maintain a consistent record of zero fines and penalties over the past three years. The Company conducts its operations with the highest standards of integrity, ensuring strict adherence to all applicable legal and regulatory requirements. This reflects Himadri's robust and well defined governance framework, supported by a dedicated legal and compliance function. Clearly articulated policies on ethical conduct, complemented by regular internal and external audits, ensure ongoing compliance across business operations. Continuous and mandatory training programmes delivered through the **Utkarsh** portal on regulatory compliance, ethical decision making and business responsibility are extended to all internal stakeholders. A well established **Speak Up** whistle blower mechanism, supported by transparent and secure grievance redressal processes, stakeholder engagement initiatives and embedded ESG principles, ensures that all grievances are reviewed by a designated ethics committee and addressed through timely investigation and resolution.

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

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

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

Yes, Himadri is firmly committed to upholding the highest standards of ethics and integrity across all aspects of its operations. The Company's comprehensive Anti Bribery and Corruption (ABC) Policy reflects this commitment and is fully aligned with applicable national anti corruption laws. The policy applies uniformly to all employees, including the Board of Directors, Key Managerial Personnel, as well as suppliers, contractors, third party vendors and other associated stakeholders.

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The ABC Policy clearly defines prohibited practices, establishes robust due diligence mechanisms for business partners and prescribes strong financial and operational controls to prevent fraud and unethical conduct. It reinforces Himadri's zero tolerance approach to bribery and corruption, thereby fostering a culture of transparency, accountability and responsible business conduct.

To promote open and secure communication, the Company has instituted a confidential Speak Up / **Whistleblower** mechanism. Employees and external stakeholders are encouraged to report concerns or suspected misconduct without fear of retaliation through designated channels, including hotlines, email and web based platforms.

Himadri places strong emphasis on awareness and capacity building. Regular training programmes are conducted for employees, business partners and relevant stakeholders, with mandatory anti bribery and anti corruption training forming part of the induction process for all new employees.

### Audit of Control Procedures:

To ensure ongoing effectiveness, the ABC framework is subject to periodic internal audits and independent third party assessments. These reviews ensure continued alignment with national and international anti corruption standards and support continuous improvement.

During FY 2025 26, an independent Anti Bribery Due Diligence Assessment was conducted by TÜV SÜD, covering policy implementation, risk assessment, third party management, whistleblower safeguards and employee awareness across multiple locations. The assessment confirmed the presence of a certified ABC policy, regular training coverage, active anonymous reporting mechanisms and operational risk based due diligence processes. Opportunities identified for strengthening third party training, contract compliance and targeted risk mitigation are being addressed to further embed ethical governance across the organisation.

### Risk Overview:

Bribery and corruption present potential risks to the organisation, including legal and financial exposure, reputational impact, operational and regulatory disruption, misallocation of resources, internal ethical breaches and exposure to coercion or undue influence.

### Mitigation Measures by Himadri:

Area	Initiatives/Controls
Policy Framework	Himadri has adopted a formal Anti-Bribery and Corruption Policy aligned with ISO 37001:2016. This is supported by a Code of Conduct binding on all employees.
Governance Mechanism	A dedicated Vigilance Officer oversees the grievance mechanism. Multiple confidential reporting channels are available (email, hotline, drop-boxes).
Training & Awareness	<ul style="list-style-type: none"> <li>▪ Annual training for employees and managers on anti-bribery practices.</li> <li>▪ Onboarding sessions for new hires.</li> <li>▪ Third-party training is underway with plans for universal coverage.</li> </ul>
Risk Assessment	<ul style="list-style-type: none"> <li>▪ Periodic risk-based due diligence of third parties including suppliers, agents and contractors.</li> <li>▪ Identification of high-risk functions (Sales, Procurement).</li> </ul>
Contractual Controls	Anti-bribery clauses included in all contracts with third parties; work in progress to ensure 100% clause coverage.
Monitoring & Audits	<ul style="list-style-type: none"> <li>▪ Internal audits evaluate reporting channel efficiency and policy compliance.</li> <li>▪ External assessments are conducted every three years or as required.</li> </ul>
Incident Management	<ul style="list-style-type: none"> <li>▪ Investigations completed within 90 days (extendable if needed).</li> <li>▪ Whistle-blower reports, investigations and outcomes are documented and reviewed.</li> </ul>

Through ongoing evaluations, capacity-building and transparent stakeholder engagement, Himadri reinforces its stance of zero tolerance for bribery and corruption as a cornerstone of sustainable and responsible business conduct.

By integrating these proactive measures, Himadri proudly upholds its commitment to ethical governance and sets a strong example of integrity in the industry.

[https://www.himadri.com/pdf/Anti\\_Bribery\\_and\\_Corruption\\_Policy.pdf](https://www.himadri.com/pdf/Anti_Bribery_and_Corruption_Policy.pdf)

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

Himadri's Code of Conduct, supported by well structured policies and an effective governance framework, has ensured **zero reported instances of bribery or corruption involving internal stakeholders** over the past three years, including FY 2025-26. The Company's Anti Bribery and Anti Corruption Policy, aligned with the Prevention of Corruption Act, 1988 (as amended in 2018), establishes clear standards prohibiting bribery, kickbacks and unethical business practices, while encouraging it's workforce and stakeholders to report concerns without fear of retaliation. The robustness of Himadri's bribery and corruption risk management and due diligence processes is further reinforced through independent assurance conducted by TÜV SÜD and other external verification bodies.

Mandatory training and awareness programmes extended to all stakeholders, including the Board of Directors and Key Managerial Personnel, reinforce a strong culture of compliance and ethical conduct. In addition, robust financial controls, coupled with regular internal and external audits, ensure transparency in transactions and help prevent unauthorised or suspicious activities. Continuous monitoring, a well established **Speak Up** whistle blower mechanism, secure grievance redressal processes and proportionate enforcement and disciplinary measures serve as effective deterrents against unethical behaviour.

#### Himadri's Perspective on Corporate Compliance and Disciplinary Action

Disciplinary action is viewed as a critical mechanism to uphold the integrity of the Company's corporate governance framework and is guided by the following principles:

- The primary objective is to ensure that all Himadrians understand and comply with the Company's Code of Conduct, internal policies and applicable regulatory requirements.
- Disciplinary measures are applied as corrective and educational actions rather than punitive, with the intent of fostering accountability and ethical behaviour.
- Upon identification of non-compliance, a structured process involving investigation, documentation and consultation with Human Resources and Legal functions is initiated.
- The severity of action is proportionate to the nature and frequency of the breach, ranging from counselling or warnings to termination in serious cases.
- Disciplinary procedures are applied consistently to avoid any perception of bias or preferential treatment.
- Clear communication is maintained to ensure employees understand the nature of the violation, expected standards of conduct and consequences of repeated non compliance.
- A comprehensive audit trail of all actions is maintained to ensure transparency, traceability and protection of the interests of both the Company and the individuals involved.
- Post incident training and awareness initiatives are undertaken to address gaps and prevent recurrence.

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

	FY 2025-26 (Current Financial Year)		FY 2024-25 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors.	0	No complaints received	0	No complaints received
Number of complaints received in relation to issues of Conflict of Interest of the KMPs.	0	No complaints received	0	No complaints received

Himadri's robust governance framework ensures that all business dealings are reviewed and approved through transparent, well documented processes, in strict adherence to the Company's Code of Conduct. The Code of Conduct clearly defines acceptable business practices and mandates that members of the Board of Directors and Key Managerial Personnel act in the best interests of the Company, without allowing personal or financial considerations to influence professional judgment. Regular training programmes conducted for all stakeholders have been instrumental in enhancing awareness around identifying, disclosing and managing potential conflicts of interest.

Himadri's Fair Competition Policy strictly prohibits cartel like behaviour and ensures compliance with applicable anti trust laws, thereby promoting fair trade practices in alignment with the guidelines of the Competition Commission of India.

The Company's Gift, Hospitality and Entertainment Policy requires timely disclosure of potential conflicts and outlines clear procedures for their management, thereby preventing bias and preserving trust and transparency.

Further, Himadri's Related Party Transactions Policy ensures transparency and fairness in dealings with related entities by prescribing a structured approval framework. All such transactions are conducted at arm's length and in the best interests of the Company and its stakeholders, thereby mitigating conflicts of interest and reinforcing sound governance practices.

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

There are no reported issues pertaining to corruption and conflicts of interest.

### 8. Number of days of accounts payables ((Accounts payable \*365) / Cost of goods/services procured):

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Number of days of accounts payable	37	47

Himadri follows ethical and responsible payment practices, avoids delays that may adversely affect vendors and suppliers and upholds sound financial management standards. The reduction in accounts payable days was achieved through a combination of process optimisation, improved supplier relationship management and effective cash flow planning. The procurement to payment cycle was streamlined through the implementation of semi automated invoice processing within SAP, accelerating approval workflows and enabling timely payments. These measures reduced outstanding payables and enhanced payment efficiency. In addition, internal financial controls were strengthened to enable regular monitoring and tracking of accounts payable performance.

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### 9. Open-ness of business

Details of concentration of purchases and sales with trading houses, dealers and related parties along with loans and advances & investments, with related parties:

Parameter	Metrics	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	13.49%	26.42%
	b. Number of trading houses where purchases are made from	638	608
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	85.49%	95.01%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	6.88%	8.47%
	b. Number of dealers / distributors to whom sales are made	18	19
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	83.15%	84.97%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	9.59%	15.62%
	b. Sales (Sales to related parties / Total Sales)	3.79%	0.00%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	41.85%	16.30%
	d. Investments (Investments in related parties / Total Investments made)	33.66%	60.96%

At Himadri, all related party transactions are conducted strictly at arm's length and in compliance with applicable legal and regulatory requirements. A structured governance framework, supported by periodic audits and Board level approvals, is in place to oversee and regulate related party dealings. The Company further ensures that all loans and advances adhere to prescribed legal and financial guidelines, thereby avoiding any preferential treatment. Robust monitoring mechanisms are implemented to track repayment schedules and outstanding balances, ensuring sustained financial integrity and control.

Inclusiveness remains a core tenet of Himadri's business philosophy and extends across its value chain. The Company is committed to supporting women led enterprises, businesses led by marginalised and vulnerable groups, Micro, Small and Medium Enterprises (MSMEs) and local communities as part of its inclusive growth agenda. While the specialised nature of Himadri's core raw materials by products of large scale industries such as steel and oil & gas limits direct sourcing from these groups, procurement strategies have been proactively aligned to prioritise sourcing of consumables and services from such enterprises wherever feasible. This approach enables Himadri to balance operational effectiveness with its commitment to equitable and sustainable economic development.

## Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
132	Health & Safety Environmental Compliance & Regulations Human Rights Supply chain management ESG & Sustainability, Expectations Chemical Handling & SDGs	100 (service value chain partner)

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At Himadri, the Company recognises and values the critical role played by its value chain partners in creating sustained business and societal value. As part of its sustainability journey, Himadri seeks to collaborate with value chain partners who are aligned with its vision and long term sustainability objectives. To foster a knowledge driven and responsible value chain ecosystem, the Company facilitates targeted capacity building workshops for key partners, aimed at enhancing awareness and environmental compliance & regulations across core areas such as health and safety, human rights, labour practices, ESG & Sustainability Expectations and other relevant sustainability considerations.

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

Yes, Himadri has established robust governance mechanisms to effectively prevent and manage conflicts of interest involving members of the Board, thereby ensuring transparency, accountability and ethical decision making. All members of the Board, including Independent Directors and Senior Management, are governed by a comprehensive Code of Conduct, approved and periodically reviewed by the Board. The Code provides clear guidance on ethical standards, fiduciary responsibilities and procedures for identifying and disclosing actual or potential conflicts of interest.

#### Key Processes and Safeguards:

##### 1. Disclosure Obligations:

- Directors are required to avoid situations where personal or financial interests may conflict with those of the company.
- In cases where such conflicts are unavoidable, Directors must formally disclose the matter:
  - For Executives: to their immediate superior.
  - For Directors: directly to the Board.

##### 2. Board-Level Oversight:

- Disclosed conflicts are addressed and recorded in Board meetings.
- Independent Directors play a critical role in moderating and arbitrating any potential

conflict between management and stakeholder interests.

##### 3. Professional Integrity Standards:

- Directors are required to act objectively, ethically and in the company's best interest, refraining from actions that could bring personal gain at the company's expense.
- Abuse of position, exploitation of opportunities arising from their role and any form of undue influence are strictly prohibited.

##### 4. Independent Directors' Code:

- Independent Directors are required to uphold probity, safeguard stakeholder interests and report any concerns regarding unethical behavior or potential conflicts.
- They are expected to remain independent in judgment and report loss of independence, if any, to the Board.

##### 5. Governance Meetings and Evaluations:

- At least one exclusive meeting of Independent Directors is held annually to evaluate:
  - The performance of the Board and Chairperson.
  - Flow of information from management.
- Directors' performance evaluations are used as a basis for re-appointment decisions.

##### 6. Training and Awareness:

- Directors are encouraged to undertake regular updates on governance, compliance and emerging risks, including conflict-of-interest management.

##### 7. Confidentiality and Transparency:

- Directors must maintain confidentiality of internal deliberations and corporate information, disclosing data only under lawful obligation or with proper authorization.

Through these structured measures, Himadri ensures that Board level decisions remain impartial, integrity driven and aligned with the principles of responsible corporate governance, thereby safeguarding operational resilience and reinforcing stakeholder confidence.

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## Section C

### Principle 2

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

Sustainable industrial growth requires organizations to integrate safe, resource-efficient and low-carbon technologies throughout their operations and supply chains. By adopting responsible production and consumption practices, businesses can support improved quality of life while ensuring the conservation of natural resources for future generations.

In alignment with these principles, Himadri focuses on continuously improving operational efficiency through the adoption of advanced technologies, optimized processes and responsible resource utilization. The organization remains committed to delivering high-quality products and services while minimizing environmental impact

and supporting broader sustainability objectives.

Himadri's sustainability approach is guided by the **Responsible Care** framework, which emphasizes environmental stewardship, operational safety and social responsibility. This commitment is reinforced through a strong governance structure supported by key policies and frameworks, including the **Code of Conduct, Corporate Social Responsibility Policy, Health, Safety & Environment (HSE) Policy and the Business Partner Code of Conduct**, ensuring that sustainability principles are embedded across the organization and its value chain relationships.

#### SDGs Impacted



**100%** R&D Expenditure towards improving environmental and social impacts

**>95%** Sustainable Sourcing

### Essential Indicators

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

	Current Financial Year (2025-26)	Previous Financial Year (2024-25)	Details of improvements in environmental and social impacts
R&D	100%	100%	<p>A significant portion of the entity's capital expenditure during both financial years was invested in environmental protection, safety enhancement and social well-being initiatives. These investments included:</p> <p>Environmental technologies such as energy-efficient equipment, air pre-heaters, pollution control systems (bag filters, scrubbers), continuous emission monitoring systems, water recovery and conservation projects, fuel-efficiency improvements and process modifications leading to reduced greenhouse gas and particulate emissions.</p> <p>Safety-oriented investments including fire protection systems, fall-arrest solutions, electrical safety upgrades, automation and DCS systems to reduce human intervention, noise reduction measures and strengthened process isolation and control systems.</p>
Capex	35.21%	32.43%	<p>Social well-being initiatives covering automation of material handling, improved workplace infrastructure (laboratories, control rooms, illumination), reduction of manual handling risks, training facilities, surveillance systems and employee welfare infrastructure.</p> <p>These investments reflect the entity's continued commitment to integrating sustainability, safety and social responsibility into capital planning and operational decision-making, while supporting long-term environmental performance and employee well-being.</p>

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At Himadri, innovation forms a central pillar of the organization's growth and competitiveness. A strong focus on research and technological advancement enables the development of specialized products and solutions that address evolving industry requirements. Through continuous investment in advanced technologies and research capabilities, Himadri empowers its scientists and engineers to explore new ideas, refine processes and deliver value-driven innovations.

Himadri operates advanced laboratories accredited by the **National Accreditation Board for Testing and Calibration Laboratories (NABL)**, supporting high standards of testing, analysis and product development. Himadri's R&D team comprises experienced experts from diverse national and international backgrounds who collaborate to bring multidisciplinary perspectives to complex industrial challenges.

Sustainability remains an important dimension of Himadri's research efforts. The organization actively focuses on developing processes and operational improvements that enhance efficiency while reducing environmental and social impacts. By integrating sustainability considerations into product design and process optimization, Himadri aims to create solutions that are both technologically advanced and environmentally responsible.

Research and Development continues to play a critical role in shaping Himadri's long-term vision. Himadri has undertaken initiatives such as the upcycling of industrial by-products through advanced processing technologies and the integration of nanotechnology into next-generation materials. These innovations help strengthen Himadri's product portfolio while improving resource efficiency and operational performance.

Continuous innovation has also contributed to improvements in product quality, yield optimization and overall production efficiency. Himadri is expanding its capabilities in emerging sectors such as **lithium-ion battery materials**, supporting the growing demand from industries including electric vehicles, energy storage and fast-charging technologies. Through ongoing research, Himadri is working to enhance energy density, improve material performance and reduce the carbon footprint associated with advanced materials.

Himadri's R&D infrastructure includes specialized pilot reactors and distillation units that support experimentation and scale-up of new technologies. Over the years, indigenous research has enabled Himadri to expand its value chain and develop specialized product profiles tailored to diverse industrial applications.

As part of its product innovation efforts, Himadri has introduced **15 grades of speciality carbon black**, catering to applications across tyres, fibres, powders, coatings and polymer-based industries. These innovations reflect Himadri's commitment to supporting industrial advancement while contributing to **Sustainable Development Goal (SDG) 9**, which promotes industry innovation, resilient infrastructure and sustainable industrialization.

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

Yes, Responsible sourcing plays a vital role in strengthening sustainable business practices and supporting the transition toward a low-carbon economy. At Himadri, procurement is approached strategically, with a strong focus on transparency, responsible resource use and long-term value creation across the supply chain.

Himadri's procurement philosophy extends beyond traditional purchasing functions to incorporate environmental stewardship, social responsibility and ethical business conduct. This integrated approach ensures that operational requirements are fulfilled while minimizing environmental impacts and creating positive value for society. In alignment with these principles, Himadri has established a comprehensive **Sustainable Procurement Policy** that encourages suppliers to adhere to high standards of environmental, social and governance (ESG) performance, thereby strengthening alignment with Himadri's sustainability objectives.

To operationalize this commitment, Himadri has introduced two key frameworks designed to improve supplier accountability and sustainability performance:

1. **Supplier Code of Conduct** – requiring all suppliers to provide mandatory self-declarations confirming compliance with ethical, environmental and social standards.
2. **Sustainable Supply Chain Framework** – which incorporates a set of carefully designed **Key Performance Indicators (KPIs)** to assess supplier sustainability performance through both quantitative and qualitative parameters.

To further strengthen risk governance across the supply chain, Himadri integrates upstream procurement risks into its enterprise risk management framework. Procurement activities are strategically categorized into **raw materials**,

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**consumables and services**, enabling better monitoring and control of supply chain risks.

These categories are mapped and managed in alignment with the **ISO 20400:2017 Sustainable Procurement Framework**, which provides guidance on responsible sourcing practices, risk identification, performance evaluation and continuous improvement. Through this structured approach, Himadri aims to enhance supplier performance, mitigate supply chain risks and drive sustainability improvements across the entire procurement ecosystem.

[https://www.himadri.com/pdf/Sustainable\\_Procurement\\_Policy.pdf](https://www.himadri.com/pdf/Sustainable_Procurement_Policy.pdf)

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

Yes, more than 95% of total input procurement value was sourced from suppliers aligned with Himadri's sustainable sourcing principles.

**3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.**

As Himadri primarily supplies its products as intermediary raw materials to industrial customers for further manufacturing processes, the products are incorporated into downstream applications and therefore cannot be reclaimed once delivered to customers. However, as part of its circular economy initiatives, Himadri has undertaken a pilot project focused on recovering carbon black from end-of-life

tyres and reintegrating the recovered material into its value chain.

In addition, Himadri continues to explore opportunities to improve sustainability across its product lifecycle. Himadri is actively evaluating and developing environmentally responsible packaging solutions that are compatible with its products, with the objective of reducing environmental impact while supporting broader sustainability goals.

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

Yes, Extended Producer Responsibility (EPR) is applicable to Himadri Speciality Chemical Ltd.

The Company has obtained EPR authorization from the Central Pollution Control Board (CPCB) under Registration No. IM-16-000-01-AAA CH7475H-24.

Himadri has established a structured waste collection and disposal mechanism in line with the applicable EPR regulations. The Company engages CPCB-authorized recyclers and ensures environmentally sound management of waste arising from its products.

Adequate systems are in place for traceability, documentation and submission of periodic returns to regulatory authorities. The Company continuously monitors compliance status to ensure adherence to evolving regulatory requirements under the EPR framework.

### 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.**

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency? (Yes/No)	Results communicated in public domain? (Yes/No) If yes, provide the web-link.
23999	Carbon Materials & Chemicals	99.56	Cradle to gate including downstream transport & distribution	Yes	Yes

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Yes, Himadri has undertaken Life Cycle Assessments (LCA) for several of its key products as part of its commitment to understanding and reducing the environmental impacts associated with its operations and product portfolio. The assessments were conducted in accordance with ISO 14044:2018, which provides a globally recognized framework covering goal definition, life cycle inventory analysis, impact assessment and interpretation of results. This standardized methodology ensures consistency, transparency and reliability in evaluating environmental performance.

The LCA studies considered the entire lifecycle of the products, including upstream transportation of raw materials, manufacturing processes and downstream distribution to customers. By adopting this cradle-to-delivery perspective, Himadri was able to map the environmental footprint across different stages of the value chain and identify areas with higher environmental impact.

During the reporting year, Life Cycle Assessments were conducted for key products including Carbon Black, Coal Tar Pitch, Naphthalene, Sulphonated Naphthalene Formaldehyde (SNF) and Polycarboxylate Ether (PCE). The results of these assessments provide valuable insights that support data-driven decision-making related to raw material sourcing, process optimization and logistics efficiency.

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
Carbon Materials & Chemicals	No detrimental risk found	Not Applicable

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

Indicate Input Material	Recycled or re-used input material to total material	
	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Pyrolysis Oil	0.20%	0.10%
Hydrocarbon Derivates	15.02%	13.44%

Process optimization remains a key focus area for Himadri in driving resource efficiency and strengthening circularity within its operations. Himadri has also launched a pilot initiative to evaluate reusable packaging solutions, with the long-term objective of reducing and potentially eliminating conventional plastic and wooden packaging materials. This initiative reflects Himadri's commitment to minimizing packaging waste while promoting sustainable alternatives.

Himadri further benefits from its integrated production infrastructure, which enables systematic management of by-products and process streams. Several by-products generated during manufacturing are effectively repurposed as raw materials for other products within the facility, thereby extending the value chain and improving resource utilization.

In addition, Himadri utilizes sectoral by-products such as coal tar and carbon black feedstock as key raw materials, resulting in a significant proportion of non-virgin inputs being used within its operations. This approach supports circular resource use, reduces reliance on primary raw materials and contributes to more sustainable production practices.

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

	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Nil	Nil	Nil	Nil	Nil	Nil
E-waste	Nil	Nil	Nil	Nil	Nil	Nil
Hazardous waste	Nil	Nil	Nil	Nil	Nil	Nil
Other waste	Nil	Nil	Nil	Nil	Nil	Nil

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Himadri remains committed to strengthening its environmental stewardship through initiatives that promote resource efficiency and responsible consumption. As part of this commitment, Himadri has initiated a pilot project to develop reusable packaging solutions, with the objective of gradually eliminating conventional plastic and wooden packaging materials used in its operations.

Guided by the United Nations Sustainable Development Goals (UNSDGs), particularly those related to responsible consumption and production, Himadri continues to integrate circular economy principles across its operations and value chain. In line with this approach, Himadri is actively evaluating alternative packaging materials that can replace traditional plastic packaging while maintaining product safety and operational efficiency.

Furthermore, as part of its net-zero roadmap, Himadri is working towards progressively reducing and ultimately eliminating the use of virgin plastics within its operations. These efforts aim to minimize environmental impact, encourage sustainable material use and support the transition towards more circular and environmentally responsible packaging practices.

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Nil	Nil

Circularity at Himadri is driven by both environmental responsibility and ethical business practices, with active participation from its value chain partners. Himadri continuously works to strengthen circular resource use across operations by improving material efficiency, reducing waste and promoting responsible consumption across the supply chain.

As part of these efforts, Himadri has initiated a pilot project to introduce reusable packaging solutions, with the long-term objective of eliminating conventional plastic and wooden packaging materials wherever feasible. Himadri also continues to work towards its long-term target of zero waste to landfill, reinforcing its commitment to sustainable waste management practices.

Himadri benefits from its integrated production infrastructure, which enables systematic reuse of by-products and process streams. Materials generated from one production process are often repurposed as inputs for other processes, thereby extending the internal value chain and improving overall resource efficiency. In addition, several raw materials used by Himadri are themselves derived from sectoral by-products such

as coal tar and carbon black feedstock, resulting in a significant proportion of non-virgin inputs within the production system.

Circularity initiatives also extend to packaging and logistics practices. Himadri is registered under India's Extended Producer Responsibility (EPR) framework and ensures that packaging waste is managed through CPCB-approved recyclers in accordance with regulatory requirements. Although Himadri does not manufacture plastics directly, certain packaging materials such as HDPE drums and bags are used in upstream and downstream logistics. Himadri is therefore actively working to reduce plastic intensity by increasing the use of recycled materials and improving packaging design.

To minimize packaging-related environmental impacts, Himadri has expanded the use of bulk transportation systems, with raw materials largely delivered through reusable bulk tankers and a significant share of finished products dispatched through bulk logistics. Himadri has also incorporated recycled content into packaging materials, including plastic bags and truck liners containing reprocessed polymers, while increasing the use of paper-based packaging solutions.

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Further strengthening its circular material strategy, Himadri has undertaken initiatives such as transitioning from wooden pallets to reusable plastic pallets, including pallets manufactured from certified recycled plastics. Through these efforts, Himadri achieved a **12% reduction in wooden pallet consumption** and a **46% reduction in virgin plastic pallet usage** compared to FY 2024–25, while the use of **reprocessed pallets, initiated in FY 2024–25, increased by 16% in FY 2025–26**, supporting circular resource utilisation and reducing dependence on virgin materials.

	12% reduction in wooden pallet consumption
	46% reduction in virgin plastic pallet usage
	Compared to FY 2024–25, while the use of reprocessed pallets, initiated in FY 2024–25, increased by 16% in FY 2025–26

In addition, Himadri is advancing tire recycling initiatives aimed at converting waste tyres into valuable recovered materials such as reclaimed rubber, recovered carbon black, low-sulphur industrial oil and reclaimed steel. These initiatives contribute to reducing landfill waste while enabling sustainable material recovery and strengthening circular industrial practices.

To ensure responsible waste management, Himadri works closely with authorized third-party recyclers and maintains regular oversight of waste handling and disposal processes. Through these integrated efforts, Himadri continues to reinforce its commitment to circular economy principles and responsible environmental stewardship across its operations and value chain.

Himadri’s business model inherently minimizes packaging intensity through bulk handling systems. Upstream, 100% of raw materials are received through bulk tankers, eliminating single-use plastic usage. Downstream, approximately 77% of Coal Tar Pitch constituting the majority of production is dispatched in bulk, requiring no plastic packaging.

For Carbon Black products, where plastic packaging remains operationally necessary due to global logistics requirements, the Company has initiated measures to improve sustainability. Approximately **20% of plastic packaging incorporates recycled content** and **35% of dispatch volumes are transitioned to paper-based packaging solutions**. Continuous efforts are underway to enhance recycled content and identify viable alternatives to conventional plastic packaging.

### Product End-of-Life Management:

As part of Himadri’s ongoing commitment to environmental stewardship and circular economy principles, Himadri is initiating a Product End-of-Life (EOL) Management Action Plan to strengthen responsible lifecycle management of its products. The initiative aims to minimize environmental impact while promoting resource recovery and circular material use beyond the product’s operational phase.

Himadri’s product sustainability approach integrates environmental considerations across the entire lifecycle—from responsible feedstock selection and manufacturing to customer assurance and end-of-life performance. Guided by eco-design principles and transparent product stewardship, Himadri supports downstream partners in meeting regulatory requirements and advancing circular economy objectives.

The action plan focuses on key areas such as product transparency, responsible material design, performance efficiency and recyclability. Customers are supported with detailed Technical Data Sheets (TDS) and Safety Data Sheets (SDS) confirming compliance with global standards such as **REACH, RoHS and EN 71-3**, while also ensuring the absence of hazardous substances such as heavy metals and SVHCs beyond permissible limits.

Himadri also designs speciality carbon black grades to remain compatible with recyclable polymers such as PE, PP, PET and PVC, enabling efficient downstream recycling. Through its upcoming EOL management initiative, Himadri aims to further strengthen collaboration with value chain partners to promote responsible material recovery and support circular product systems.

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## Section C

### Principle 3

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

Responsible businesses are expected to treat all workforce across their organisation and value chains with dignity, equity and respect, while ensuring their health, safety and overall well-being at all times. This responsibility extends beyond compliance and requires the establishment of robust policies, processes and governance systems that support individuals throughout the entire employee lifecycle—from recruitment, onboarding and development to retention and separation. Such systems must promote equal opportunity, eliminate discrimination, ensure fair wages and benefits and provide access to continuous learning and career progression, thereby enabling employees to realise their full potential.

At Himadri, we recognize that our people are the foundation of our growth as a global leader in specialty carbon products. In alignment with the BRSR Principle 3, which requires businesses to respect and promote the well-being of all workforce, including those in our value chains. Himadri is committed to treating every individual-

employee, worker, contractor and value chain partners – with dignity, equity and respect across all stages of their engagement with the Company.

The Company invests in skill development, leadership programmes and performance management systems aligned with organisational goals, supported by fair compensation and inclusive policies to attract and retain talent. It upholds ethical labour practices across its value chain, ensuring accountability among suppliers, contractors and partners. Ethical procurement, transparent dealings and timely payments further strengthen a stable and responsible supply ecosystem.

By promoting diversity and inclusion across gender, experience and cultural backgrounds, Himadri enhances creativity, problem-solving and decision-making. This fosters a collaborative, innovative and resilient workplace—enabling sustainable growth and long-term value creation for employees, stakeholders and the broader community.

### SDGs Impacted



**100%**  
Insurance Benefits\*

\*100% workforce covered

**0%**  
LTIFR (Lost time injury Frequency rate)

**100%**  
Training Coverage

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## Essential Indicators

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

In addition to our strong commitment to health, safety and workplace culture, Himadri provides a comprehensive benefits package designed to help our workforce and their families live safe, healthy and fulfilling lives. Our benefits includes comprehensive health insurance (medical & accidental), maternity and paternity benefits and a variety of wellness resources.

% of employees covered by													
Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity benefits		Day care facilities		Other OHS Benefits	
		No. (B)	% (B/A)	No.(C)	% (C/A)	No (D)	% (D/A)	No.(E)	% (E/A)	No (F)	% (F/A)	No. (G)	% (G/A)
<b>Permanent Employees</b>													
Male	1039	1039	100	1039	100	-	-	1039	100	1039	100	1039	100
Female	68	68	100	68	100	68	100	-	-	68	100	68	100
<b>Total</b>	<b>1107</b>	<b>1107</b>	<b>100</b>	<b>1107</b>	<b>100</b>	<b>68</b>	<b>6.14</b>	<b>1039</b>	<b>93.86</b>	<b>1107</b>	<b>100</b>	<b>1107</b>	<b>100</b>
<b>Other than Permanent Employees</b>													
Male	287	287	100	287	100	-	-	287	100	287	100	287	100
Female	1	1	100	1	100	1	100	-	-	1	100	1	100
<b>Total</b>	<b>288</b>	<b>288</b>	<b>100</b>	<b>288</b>	<b>100</b>	<b>1</b>	<b>0.35</b>	<b>287</b>	<b>99.65</b>	<b>288</b>	<b>100</b>	<b>288</b>	<b>100</b>

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

% of workers covered by													
Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity benefits		Day care facilities		Other OHS Benefits	
		No. (B)	% (B/A)	No.(C)	% (C/A)	No (D)	% (D/A)	No.(E)	% (E/A)	No (F)	% (F/A)	No. (G)	% (G/A)
<b>Permanent Workers</b>													
Male	54	54	100	54	100	-	-	54	100	54	100	54	100
Female	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>54</b>	<b>54</b>	<b>100</b>	<b>54</b>	<b>100</b>	<b>-</b>	<b>-</b>	<b>54</b>	<b>100</b>	<b>54</b>	<b>100</b>	<b>54</b>	<b>100</b>
<b>Other than Permanent Workers</b>													
Male	1724	1724	100	1724	100	-	-	1724	100	1724	100	1724	100
Female	20	20	100	20	100	20	100	-	-	20	100	20	100
<b>Total</b>	<b>1744</b>	<b>1744</b>	<b>100</b>	<b>1744</b>	<b>100</b>	<b>20</b>	<b>1.15</b>	<b>1724</b>	<b>98.85</b>	<b>1744</b>	<b>100</b>	<b>1744</b>	<b>100</b>

Himadri demonstrates a strong and largely uniform commitment to well-being coverage across its workforce categories. Both permanent and non-permanent Himadrians enjoy 100% coverage under Accident Insurance and Day-care benefits, reflecting a consistent baseline of protection regardless of engagement type.

Maternity benefits are fully covered at 100% for the eligible female workforce, encompassing both permanent and non-permanent members. This reflects Himadri's inclusive approach toward the welfare of its female professionals.

Furthermore, Himadri ensures equitable support by providing 100% paternity benefits to its male workforce. This coverage extends beyond permanent roles to include all eligible male Himadrians, demonstrating a unified commitment to our people regardless of their employment category.

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## Well-being philosophy and programme detail

Overall well-being is embedded in Himadri's culture and is guided by the 4C pillars—Conviction, Consistency, Creativity and Collaboration. Our approach covers physical health, mental well-being and workplace engagement, enabling himadrians to perform their work safely and sustainably.

### Work-life balance

Himadri supports work-life balance through flexible work arrangements, where feasible and a structured Compensatory Off (C-Off) policy for work on weekly offs/holidays, extended shifts and official assignments.

### Physical health

We promote all Himadrian's health through ergonomic workplaces, preventive practices and wellness awareness, supported by canteen facilities providing nutritious meals.

### Mental health

Himadri encourages psychological safety and provides access to counselling and stress-management interventions. The Company conducts 'Mind Detox' sessions in collaboration with the Tea Talks Foundation to build resilience and improve stress management.

### Well-being framework

- **Health insurance:** medical coverage for all workforce (and eligible dependents, as applicable).
- **Accident insurance:** coverage for workforce to support financial protection and recovery.
- **Maternity and paternity benefits:** support during parenthood in line with policy and statutory requirements.
- **Day-care support:** facilities/arrangements to enable working parents.
- **Occupational and non-occupational health support:** health check-ups, safety drills and awareness programmes.

### Employee engagement and wellness initiatives

- **MOMAZING:** recognition of key personal milestones through supportive, flexible arrangements.
- **Mind Detox:** structured sessions on emotional well-being and stress management.

- **Buddy programme:** onboarding support for new joiners through peer guidance.
- **Annual wellness calendar:** activities such as International Yoga Day and health awareness campaigns.
- **Umang Annual Achievers Awards:** recognition for contributions to safety and well-being.

Through these measures, Himadri aims to provide a safe, inclusive and supportive workplace, strengthening workforce engagement and long-term value creation.

Through these integrated efforts, Himadri ensures a workplace that is safe, inclusive and empowering—supporting sustainable growth and long-term value creation.

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

	FY 25-26 (Current Financial Year)	FY 24-25 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the company	0.37%	0.32%

Investing meaningfully in employee well-being fosters a healthier, more engaged workforce. A sustained focus on mental and physical health programmes, alongside fair working conditions, reduces absenteeism, improves retention and lowers workplace injuries and health-related incidents. It also ensures compliance with labour laws and human rights standards, while reflecting a clear commitment to corporate social responsibility, the principles of the UN Global Compact and the UN Sustainable Development Goals.

### Employee Well-being and the Way Forward

Himadri's well-being ecosystem includes health and accident insurance, maternity and paternity benefits, day-care facilities and integrated occupational health services, delivered uniformly across the organisation. Going forward, the Company is expanding its focus on psychological health and safety in line with ISO 45003:2021, with planned interventions on workload balance, role clarity, harassment prevention, early hazard identification and confidential counselling—integrated within its ISO 45001:2018 management system.

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

Benefits	FY 25-26 (Current Financial Year)			FY 24-25 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/NA)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/NA)
PF	99.99	100	Y	99.99	100	Y
Gratuity	99.99	100	NA	99.99	100	NA
ESI	7.10	100	Y	13.45	100	Y
Other -(NPS)	28.40	0	NA	42.33	0	NA

Retirement benefits form a key pillar of Himadri's workforce welfare strategy, ensuring a stable and predictable post-retirement income that provides financial security and dignity at the end of a himadrian's careers.

The Company has implemented a robust platform, HORIZON, to manage team member's lifecycle data efficiently, integrating payroll, benefits administration, compliance tracking and performance management into a single system—ensuring accurate and timely statutory deductions and deposits.

In addition, Himadri's Long Service Award Policy recognises and celebrates employee loyalty and long-term commitment, promoting an inclusive culture and reinforcing organisational values.

## 3. Accessibility of workplaces

**Are the premises / offices of the entity accessible to differently abled workforce, 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.**

Himadri's facilities are accessible to differently abled workforce. The Company is continuously upgrading infrastructure to remove remaining barriers and achieve the highest accessibility standards as quickly as feasible, as part of its commitment to inclusion and equal opportunity. This is an ongoing programme of improvement rather than a one-time exercise and the Company is committed to reaching the highest standards of accessibility as rapidly as feasible.

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

Yes. Himadri has a Diversity, Equity and Inclusion (DEI) Policy aligned with the Rights of Persons with Disabilities Act, 2016, committing to equal opportunity for persons with disabilities across recruitment, training, promotion and remuneration.

Himadri is currently assessed as an 'initiator' on the inclusive business maturity curve. Hiring practices include standardized evaluations, blind resume screening and diverse interview panels to enhance objectivity and reduce unconscious bias.

Web link for DEI Policy: [https://www.himadri.com/pdf/Diversity\\_Equity\\_&\\_Inclusiveness\\_Policy.pdf](https://www.himadri.com/pdf/Diversity_Equity_&_Inclusiveness_Policy.pdf)

## 5. Return to work and Retention rates of permanent workforce that took parental leave.

Gender	Permanent Employees		Permanent Workers	
	Return to Work rate%	Retention Rate%	Return to Work rate%	Retention Rate%
Male	100	100	100	100
Female	100	100	100	100
Total	100	100	100	100

Himadri's Career Advancement and Nomination & Remuneration Policies support equitable growth and talent retention. The Company's Reward & Recognition programme, managed with the Advantage Club, strengthens engagement. Himadri also leverages the Global DEI Alliance for benchmarking and continuous improvement in DEI practices.

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

The Company has established a formal, widely communicated grievance redressal mechanism accessible to the entire workforce, encompassing both permanent and non-permanent Himadrians. This framework provides an accessible, confidential and impartial platform to raise concerns without fear of retaliation. Reporting channels are robust and diverse, featuring a standardized helpline, toll-free number, dedicated email and a formal whistleblower mechanism. To ensure transparency and timely resolution, complaints are reviewed by a cross-functional leadership team comprising the Chief Human Resources Officer, Chief Sustainability Officer and Company Secretary.

Furthermore, Himadri has institutionalized multiple engagement and representation platforms across all operational locations. These include:

- **Safety & Risk Management:** Safety Committee Meetings, Hazard Identification and Risk Assessment (HIRA) and daily Tool Box Talks.
- **Operational Excellence:** Participation in line PPS and 8D PPS and Health and Safety Trainings.
- **Dialogue & Feedback:** Town Hall Sessions, Himadrian Committee Meetings, "Speak Up" forums and Canteen Committee Meetings.
- **Innovation & Governance:** Steering Committee and Task Force Meetings, Suggestion Box mechanisms and structured internal communication protocols.

Together, these mechanisms strengthen workforce participation, streamline issue escalation and foster a culture of open communication and resolution throughout the organization.



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

Category	FY 25-26 (Current Financial Year)			FY 24-25 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	1107	Nil	Nil	881	Nil	Nil
Male	1039	Nil	Nil	832	Nil	Nil
Female	68	Nil	Nil	49	Nil	Nil
Total Permanent Workers	54	Nil	Nil	89	Nil	Nil
Male	54	Nil	Nil	87	Nil	Nil
Female	0	Nil	Nil	2	Nil	Nil

Himadri's Collective Bargaining Policy upholds freedom of association and the right to collective bargaining for all workforce, in line with SA8000:2014. In FY 2025-26, no team members were members of external unions/associations; however, the Company respects the right to form, join or not join associations without discrimination, retaliation or interference. A Social Performance Team (SPT) with worker and management representatives monitors SA8000:2014 compliance, supports dialogue and grievance redressal and safeguards these rights.

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











Category	FY 2025-26 (Current Financial Year)					FY 2024-25 (Previous Financial Year)				
	Total (A)	On health and safety measures		On skill up gradation		Total (D)	On health and safety measures		On skill up gradation	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
<b>Employees</b>										
Male	1326	1326	100	1326	100	1004	1004	100	1004	100
Female	69	69	100	69	100	49	49	100	49	100
Total	1395	1395	100	1395	100	1053	1053	100	1053	100
<b>Workers</b>										
Male	1778	1778	100	1215	68.34	1419	1419	100	823	58.00
Female	20	20	100	18	90.00	10	10	100	8	80.00
Total	1798	1772	100	1233	68.58	1429	1429	100	831	58.15

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Across the board, Himadri achieved **100% Health & Safety (H&S) training coverage** for its entire workforce all the workforce — without a single exception. This consistent, uncompromising coverage across male and female categories alike reflects the organisation's non-negotiable stance on safety as a foundational workplace right and responsibility. Compared to FY 2024-25, where similar 100% coverage was recorded, this performance demonstrates sustained institutional discipline rather than a one-time achievement.

## Five-Level External Training Framework

LEVEL	Training Content	Audience
Level 1	 Basic safety awareness and safe equipment use (HSE Awareness Training)	 All employees and contract workers
Level 2	 Safety Audit with Practical — conducting and analysing safety audits	 All employees and contract workers
Level 3	 Risk Assessment techniques and hazard mitigation	 All employees and contract workers
Level 4	 Machine Risk Assessment — machine-specific and operational safety	 All employees and contract workers
Level 5	 Ergonomic Safety Training — preventing musculoskeletal issues (external experts)	 All employees and contract workers

### Key Training Topics Covered

Himadri's comprehensive training curriculum covers the following critical EHS and safety topics across all locations:

- Health and Safety Policy; Drug and Alcohol Policy
- New Joiner Induction Training; HSE Awareness Training
- Safety Audit with Practical; Risk Assessment; Machine Risk Assessment
- Lock-Tag System (LOTO); Confined Space Safety; Working at Height
- Permit-to-Work (PTW); Hot Work Safety; Electrical Safety
- Hazardous Chemical Handling; Safe Chemical Handling Procedure
- Fire Prevention and Protection; Fire Fighting Practical Drills; Emergency Preparedness
- Defensive Car and Bus Driving; Vehicle Management; Manual Material Lifting

- Machine Safety; Management of Change; Accident and Incident Reporting
- ISO 45001:2018 Refresher Training; Ergonomic Safety Training

### Learning Platforms and Technology

- UTKARSH (LMS): AI-enabled Learning Management System integrated with EcoVadis and UNGC Academy. Offers detailed training schedules, real-time progress tracking and completion certification.
- British Safety Council Partnership: Provides training resources and certifications ensuring alignment with global best practices in OHS management.
- EcoVadisAcademy and UNGCAcademy: Continuous learning for safety, sustainability, corporate responsibility and leadership competencies.
- HORIZON ERP Platform: Integrates payroll, benefits administration, compliance tracking and performance management for seamless lifecycle management.

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

Category	FY 25-26 (Current Financial Year)			FY 24-25 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	1326	1326	100	1004	1004	100
Female	69	69	100	49	49	100
<b>Total</b>	<b>1395</b>	<b>1395</b>	<b>100</b>	<b>1053</b>	<b>1053</b>	<b>100</b>
<b>Workers</b>						
Male	1778	1778	100	1419	1419	100
Female	20	20	100	10	10	100
<b>Total</b>	<b>1798</b>	<b>1798</b>	<b>100</b>	<b>1429</b>	<b>1429</b>	<b>100</b>

At Himadri, the Company firmly believes in providing all its workforce with genuine opportunities to broaden their professional horizons and advance their careers in a meaningful and structured way over time. Himadri designs and delivers a comprehensive range of leadership training programmes, coaching and mentorship sessions and personalised career development programmes.

### Pragati Programme

The primary objective of the Pragati programme is to provide identified high performers and high-potential individuals with a dedicated platform for an accelerated and intensive learning experience, specifically designed to prepare them for future leadership and specialist roles. Achievements include:

- Executive Certification in Operations Management from IIM Vizag
- Executive Programme in Business and Corporate Law
- General Management Course conducted monthly by senior industry experts

## 10. Health and safety management system:

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

Yes, Himadri actively promotes a comprehensive culture of health and safety while simultaneously supporting labour and human rights across its operations. The Company consistently prioritises the well-being of all its team members and stakeholders through the rigorous implementation of non-negotiable safety standards and ethical labour practices, recognising that these are not merely regulatory obligations but are central to the Company's identity and values.

### OH&S Governance — Three-Tier Model

Governance Tier	Body	Responsibilities
Board Level	ESG Committee (chaired by MD & CEO)	Holds ultimate responsibility for ESG oversight. Defines strategy, approves policies, integrates OH&S objectives into long-term business plans. Tracks progress against targets, guarantees compliance with international norms.
Business-Unit Level	HSE & Sustainability Steering Committee (led by Unit Heads)	Executes corporate OH&S strategies, performs risk assessments, ensures compliance through training, monitoring and preparedness programmes. Translates corporate strategy into practical plant-level implementation.
Operational Level	HSE Task Force Team	Implements safety protocols on the ground, conducts audits, drives on-site compliance through hazard identification, mitigation and behaviour-based safety practices. Acts as frontline execution arm of the OH&S governance framework.

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To ensure shared ownership and measurable accountability, 15–20% of health and safety objectives have been integrated into the Key Result Areas (KRAs) and Key Performance Indicators (KPIs) of all employees, including middle management and frontline teams. This alignment ensures that safety is not viewed as a standalone responsibility but as an essential component of daily performance and operational excellence.

### Management System Certifications

Himadri has a uniform management system framework across all locations (Mahistikry, Liluah I & II, Korba, Sambalpur, Vizag, Falta and Corporate Office), aligned with global standards and best practices.

All sites are certified to ISO 45001:2018, ISO 14001:2015, SA 8000:2014, ISO 27001:2013, ISO 50001:2018, ISO 31000:2018, ISO 22301:2019 and ISO 28000:2022 supporting an integrated approach to safety, environment, social accountability, information security, energy management, risk and business continuity and supply chain security. The alignment of all locations under these globally recognized standards highlights the organization's commitment to governance, sustainability and continuous improvement.

### Policy and Manual Coverage

Himadri has developed a comprehensive and standardized Health, Safety and Environment (HSE) framework that is uniformly implemented across all its locations, including Mahistikry, Liluah (I & II), Korba, Sambalpur, Vizag, Falta and the Corporate Office. This reflects the organization's strong commitment to safeguarding people, assets and operations through structured policies and robust safety standards.

At the policy level, Himadri has ensured full coverage of critical areas such as **Health and Safety Policy, Drug and Alcohol Policy, Occupational Health and Safety Manual, Contractor Safety Manual, HSE Project Manual and Emergency Preparedness Plan**, along with a strong focus on **health and safety training management**. These policies establish a clear governance framework, promote a culture of safety and ensure preparedness for both routine and emergency situations.

Complementing these policies, Himadri has deployed **18 standardized safety protocols** across all sites to drive consistency and operational discipline. These include key standards such as

**Contractor Safety, Risk Assessment, HSE Stress Management, Training, Toolbox Talks, HSE Audit & Inspection, Hazardous Chemical Handling and Occupational Health and Safety Committee practices. In addition, critical operational controls such as Management of Change (MoC), Permit-to-Work (PTW), Lock, Tag and Try (LTT) PPE usage, Electrical Safety, Machine and Vehicle Safety, Ergonomics and Incident Reporting systems are uniformly enforced.**

This integrated approach ensures that safety is embedded into every stage of operations—from planning and risk assessment to execution and continuous monitoring. The uniform adoption of these policies and standards across all locations demonstrates Himadri's proactive approach toward risk mitigation, regulatory compliance and continuous improvement in workplace safety performance.

### Regulatory Compliance — Applicable Laws

Himadri demonstrates strong adherence to health and safety-related statutory requirements, ensuring full compliance with all applicable laws across its operational locations—Mahistikry, Liluah (I & II), Korba, Sambalpur, Vizag, Falta and the Corporate Office. This reflects a robust compliance framework aligned with both central and state regulatory mandates.

The organization complies with key legislations including the **Factories Act, 1948 and relevant State Factory Rules**, which govern workplace safety, health and welfare. Fire safety is addressed through adherence to **applicable State Fire and Emergency Services Rules**, ensuring preparedness and emergency response capability across all sites.

Environmental and hazardous material management is reinforced through compliance with the **Environment (Protection) Act, 1986, the Manufacture, Storage and Import of Hazardous Chemical Rules, 1989** and the **Static and Mobile Pressure Vessels (Unfired) Rules, 2016**. Additionally, Himadri ensures safe handling and storage of fuels and gases by complying with the **Petroleum Act, 1934 and the Gas Cylinder Rules, 2016**.

Further, equipment and operational safety are strengthened through adherence to the **Boilers Act, 1923 and Indian Boiler Regulations**, ensuring integrity and safe functioning of critical pressure systems.

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## Vision Zero Accident / Incident Philosophy

Himadri's Vision Zero Accident/Incident philosophy is grounded in a proactive and comprehensive framework focused on four interconnected pillars: Learning, Culture, Commitment and Communication. This vision is wholly dedicated to creating a safe, healthy work environment in which every individual can perform their duties without risk of injury or ill-health.

Pillar	Description	Key Initiatives
Learning	Continuous improvement and ongoing enhancement of safety knowledge across all levels.	Employees share experiences, observations and insights. Lesson Learning Sheets (LLS) distributed across all sites. 8D-PPS methodology for root cause analysis.
Culture	Safety integrated into daily operations, creating shared personal responsibility for safety.	ISO 45001:2018 implementation; 10 Core Safety Rules; IGNITE monthly Safety Ambassador programme; structured rewards and recognition; robust consequence management.
Commitment	Leadership sets clear non-negotiable safety expectations and leads by visible personal example.	LTIFR target below 1; 100% employee H&S training; ISO 45001:2018 certification across all plants by 2025; 15–20% KRAs linked to safety.
Communication	Open channels for sharing safety concerns, incident reports, lessons learned and best practices.	Safety Alerts to all employees; Town Halls; Safety Committee meetings; QR code-based digital reporting; Toolbox Talks at point of work; Aapka Awaaz protocol.

*Himadri's journey from traditional compliance-driven safety to Vision Zero represents a fundamental shift: safety is no longer an administrative function but a lived collective responsibility at every level — where incidents are learning opportunities, safety is an investment with tangible returns and every worker contributes to solutions.*

## Vision Zero vs. Traditional Safety Approach

Dimension	Vision Zero	Traditional Approach
Safety Philosophy	Safety is a journey — creating safety	Safety is a goal — preventing accidents
Ownership	Safety embraced by all; business leadership	Safety owned by few; safety programmes
Benchmarking	Leading indicators and good practice	Injury benchmarks and lagging indicators
Investment	Safety is an investment with tangible returns	Safety is a cost
Worker Role	Workers contribute to solutions	Workers are part of the problem
Incident View	Incidents are opportunities for learning	Incidents are failures
Focus	Safety culture and learning	Safety management systems

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

Himadri's occupational health strategy is built on a comprehensive, integrated framework covering the full spectrum of risk management. It focuses on proactively identifying hazards, rigorously assessing risks, establishing clear safety protocols and supporting the physical and mental well-being of the workforce.

#### Five-Step Risk Management Cycle

1. Systematic identification of hazards across all workplaces, tasks and activities
2. Identification of at-risk individuals/groups and analysis of harm pathways
3. Risk evaluation using a standardised matrix, prioritisation and control measures
4. Structured recording of findings for review and action
5. Periodic review and updates reflecting changes in operations, equipment, personnel and regulations

#### Risk Assessment Tools Applied

- HIRA — Hazard Identification and Risk Assessment
- JSA — Job Safety Analysis
- EAIA — Environmental Aspect and Impact Assessment
- HAZOP — Hazard and Operability Studies (in partnership with M/s DEKRA, global safety experts)

Himadri strengthened process safety through HAZOP studies across key divisions. During the year, HAZOPs were completed for Coal Tar Pitch (51 nodes), Carbon Black Line-5 (27 nodes), By-Product Division (21 nodes) and SNF Division (12 nodes), with the next phase covering 40 additional nodes underway. These assessments support risk identification and mitigation, safer design and operations and improved reliability in line with global best practice.

#### Permit-to-Work System for Non-Routine Activities

Non-routine work is controlled through a Permit-to-Work (PTW) system to identify hazards, communicate controls and manage residual risk. Permits are issued under seven categories: Hot Work, General Work, Confined Space, Electrical, Work at Height, Excavation and Radiography.

This structured approach reflects Himadri's commitment to proactive risk management and continuous improvement in process safety.

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

Yes, Himadri has established multiple accessible and effective channels through which workers can report work-related hazards and raise safety concerns at any time:

- Safety Audit Tool: Digital tool used weekly by all employees for workplace audits. Issues escalated immediately to relevant department head for investigation, corrective action and follow-up.
- QR Code-Based Reporting System: Enables employees to instantly raise work-related hazard reports from smartphones with real-time status updates on safety protocols and corrective actions.
- 'Right to STOP': Employees are empowered to stop any work activity deemed unsafe without fear of retaliation — deployed across all sites.
- Digital Safety Observation System: Over 10,100 observations logged, analysed and addressed in FY 2025-26, strengthening transparency, accountability and speed of response.
- Aapka Awaaz Protocol: Structured internal communication channel for sharing innovative safety ideas and concerns.
- Speak Up and Grievance Committee: Confidential channel for employees to raise workplace or safety concerns.
- Suggestion Box: Anonymous submissions of safety ideas or concerns.

In FY 2025-26, 965 total risks were identified through formal risk assessment processes. The overall risk closure rate stands at 87.36%. Over 10,100 safety audit points were captured with an overall closure rate of >90%.

### d. Do the employees/workers of the entity have access to non-occupational medical and health care services? (Yes/ No)

Yes. As a responsible and caring employer, Himadri fully recognises the importance of supporting the overall health and well-being of its workforce far beyond the narrow confines of work-related injuries or illnesses. The Company offers comprehensive health insurance plans covering general practitioner visits, specialist consultations, prescription medications and preventive care services such as vaccinations and health screenings, extending to eligible family members.

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### Workplace Stress Management

Himadri implements a comprehensive multi-step approach to managing work-related and non-occupational stress:

- Identification of specific work-related stressors
- Systematic assessment of their individual and collective impact
- Categorisation of impact types and severity levels
- Measurement through validated tools
- Monitoring of trends over time
- Continuous improvement of interventions based on evidence

Mindfulness and stress reduction activities — including yoga, guided meditation and breathing exercises — are actively promoted. Regular workshops on time management, stress-reduction techniques and personal resilience skills equip employees with a practical toolkit of strategies.

### Ergonomic Safety Standard

Himadri has introduced a comprehensive Ergonomic Safety Standard to prevent and address Repetitive Strain Injuries (RSI) and Cumulative Trauma Disorders (CTD):

- Engineering redesign of workstations: adjustable platforms, mechanical aids, waist-level loading platforms to avoid bending, repositioned agitator inlets, tilting trolleys, sloped chutes.
- Administrative controls: job rotation, scheduled rest breaks, ergonomic awareness training.
- PPE improvements: gloves and padded gear for joint and hand protection.
- Regular ergonomic risk assessments, employee feedback mechanisms and cross-functional audits.
- Following implementation, a comprehensive reassessment of activities is conducted to verify a substantial reduction in the risk profile. These proactive interventions have resulted in a significant decline in reported Musculoskeletal Disorders (MSDs), alongside improved postural comfort for Himadrians and enhanced operational productivity.

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## 11. Details of safety related incidents:

Safety Incident/Number	Category	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	Nil	Nil
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

Himadri maintained exemplary safety performance in FY 2025–26, reporting zero Lost Time Injuries (LTIFR – Nil), zero total recordable injuries, zero fatalities and zero high-consequence incidents for its workforce. This performance has been sustained over the past two–three years, reflecting the strength of its Health, Safety and Environment (HSE) management systems. As of date, the Company has achieved over 18 million safe manhours without any reportable incidents, demonstrating consistent safety excellence.

This performance is driven by a proactive, preventive approach, including comprehensive risk assessments, HAZOP studies, behaviour-based safety programmes, strict permit-to-work systems and continuous training and competency development across all levels. Regular

audits, leadership safety walks and real-time monitoring further strengthen compliance and accountability.

Himadri also fosters a transparent and inclusive safety culture, encouraging open communication of safety concerns and proactive hazard reporting, thereby reinforcing trust and accountability across the organisation.

Digital tools have been integrated to enhance the HSE framework, with structured e-learning modules ensuring continuous awareness and alignment with the Health and Safety Policy. A QR code-enabled mobile application supports real-time safety audits, hazard reporting, digital checklists, corrective action tracking, Toolbox Talks and structured root cause analysis, enabling stronger cross-functional engagement.



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These technology-driven interventions, combined with strict adherence to non-negotiable safety standards, have sustained the reduction in safety incidents and support Himadri's vision of "Zero Accident," reflecting its commitment to world-class HSE standards, employee well-being and continuous improvement.

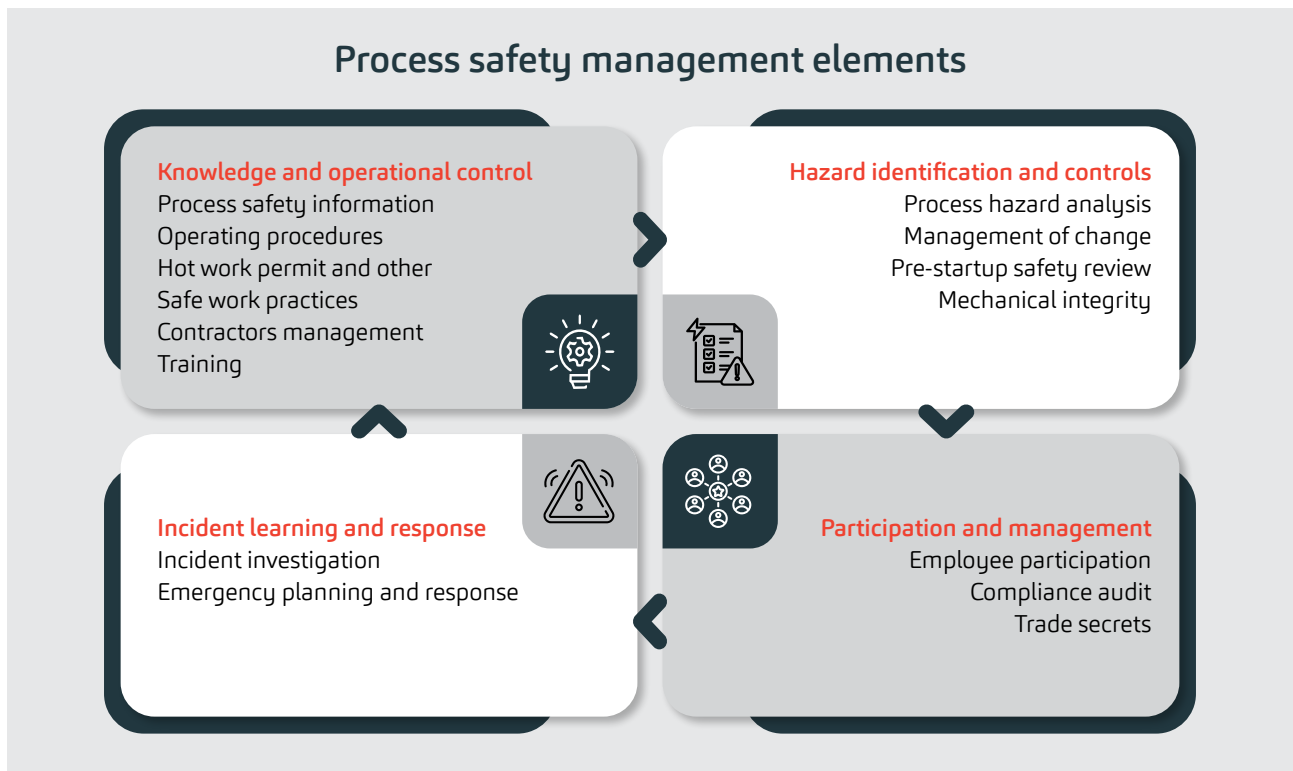
## 12. Describe the measures taken by the entity to ensure a safe and healthy work place

### Occupational Safety at Himadri

Himadri has established a comprehensive and integrated Occupational Health and Safety (OH&S) framework that embeds safety across all operational levels by addressing both engineering systems and human

factors. The Company follows a proactive, risk-based approach, combining process safety, job management and continuous risk assessment to prevent hazards and ensure safe execution of all activities.

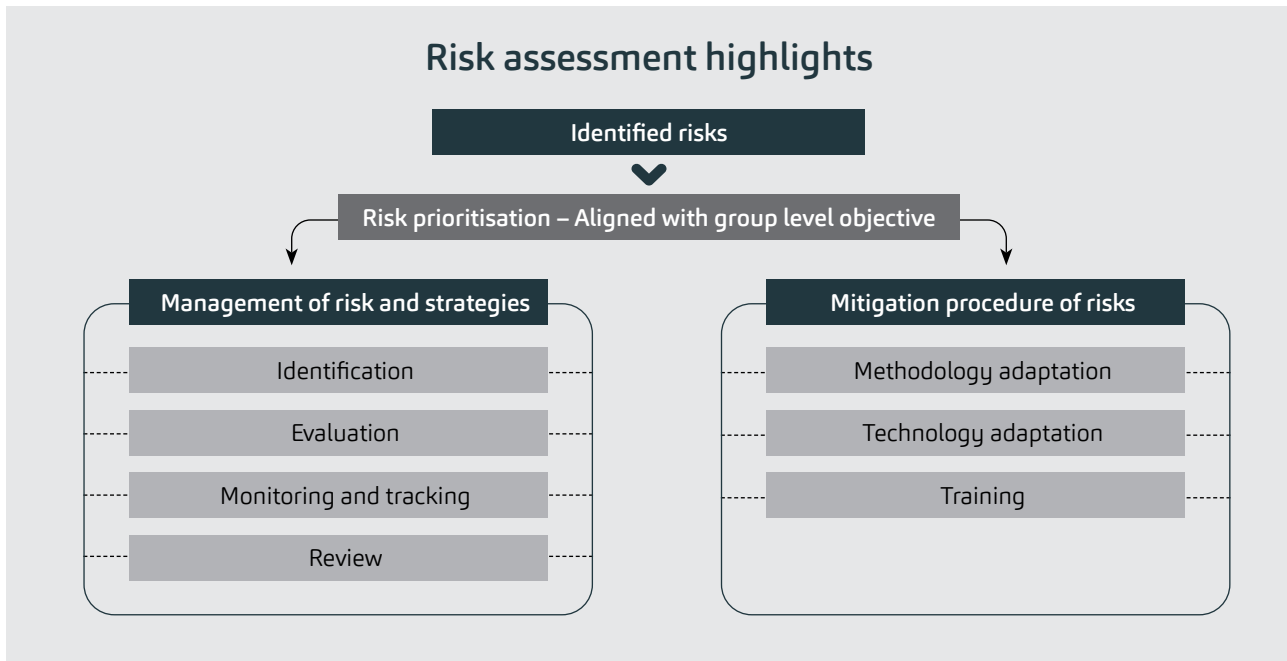
At the core of this framework is a robust Process Safety Management (PSM) system, supported by detailed Hazard and Operability (HAZOP) studies across critical operations. These studies enable systematic identification of process deviations, assessment of potential consequences and implementation of engineered safeguards such as interlocks, alarms and fail-safe mechanisms. Integrating HAZOP findings into design and operations ensures inherent safety, protecting employees, assets and the environment.



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The Company also operates a multi-tier risk assessment framework covering equipment safety, ergonomic risks and general workplace hazards. Equipment assessments address machine safety, guarding, preventive maintenance and operator competency; ergonomic assessments focus on posture, repetitive tasks and material handling; and general assessments cover environmental, activity-based and workplace risks across routine and non-routine operations. This structured approach enables real-time risk monitoring, prioritisation and mitigation, supported by digital tools and data-driven decision-making.

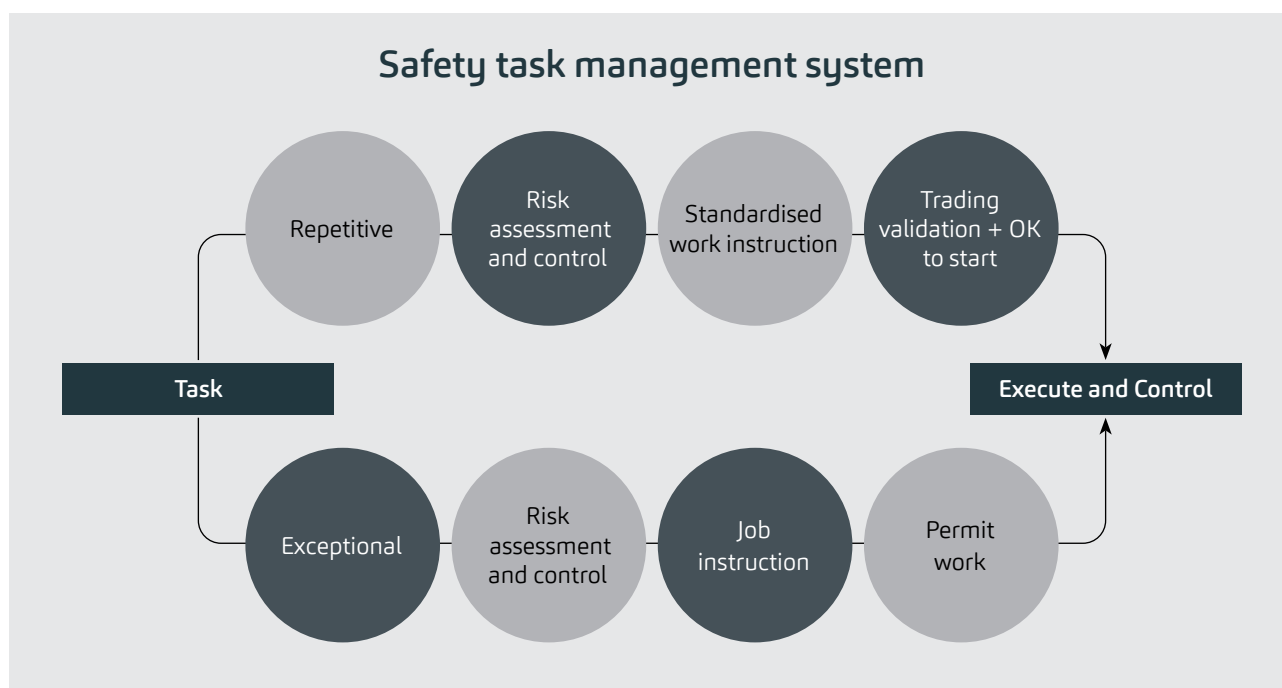


To ensure effective implementation at the operational level, Himadri integrates safety into daily activities through **structured job management systems**. Standardized safe work instructions are followed for routine activities, while high-risk or non-routine tasks are controlled through a stringent **Permit-to-Work (PTW)** system involving dynamic risk assessments and formal authorization processes. Additionally, the Company deploys the **Safety Hexagon framework** to manage critical risk domains such as work at height, hot work, confined space entry, electrical safety, lock-tag-try (LTT) procedures and safe lifting operations. These frameworks ensure disciplined execution, regulatory compliance and minimized exposure to operational risks.

Himadri has adopted a **data-driven risk management approach**, leveraging risk prioritization tools such as Risk Priority Number (RPN) analysis to identify and address high-risk scenarios. The **Safety Improvement Opportunities and Preventive Actions (SIOPA)** framework enables systematic tracking of audit observations, risk closure and continuous improvement. This structured mechanism ensures high closure rates of identified risks, reinforces accountability and supports preventive action planning across all units.

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The Company places strong emphasis on chemical safety management, ensuring safe handling, storage and disposal of hazardous substances through well-defined Standard Operating Procedures (SOPs), GHS-compliant labelling and storage, task-based Personal Protective Equipment (PPE) and continuous training on hazard communication and emergency response. Additional controls such as job rotation and exposure management minimise risks from prolonged chemical handling, while emergency preparedness systems—including spill kits, regular drills and real-time access to Safety Data Sheets (SDS)—further strengthen safety and employee protection.

To enhance transparency and engagement, Himadri promotes a technology-driven safety culture. QR code-enabled audit tools allow employees to identify hazards, report observations and track corrective actions in real time, while digital dashboards enable centralised monitoring of safety performance, improving decision-making and compliance. Preventive maintenance programmes and equipment inspection frameworks ensure continuous monitoring of critical assets, reducing breakdown risks and improving operational reliability.

Governance is reinforced through structured audits, leadership reviews and third-party validations. Safety observations are tracked with defined ownership and timelines, with critical risks escalated for immediate

action. The Company is also advancing digital integration of risk assessment, permit-to-work and safety audit systems to enhance efficiency and traceability.

At the organisational level, the HSE Task Force operates under the ESG Council and Sustainability Steering Committee, ensuring alignment with ISO standards, Responsible Care principles and regulatory requirements. It monitors key metrics such as LTIFR, training coverage and process safety and drives continuous improvement through incident investigations, Management of Change (MOC), competency development and cross-functional engagement.

Through this integrated, technology-enabled and governance-driven approach, Himadri advances its “Zero Harm” vision, ensuring safe, reliable and sustainable operations while prioritising employee well-being and environmental protection.

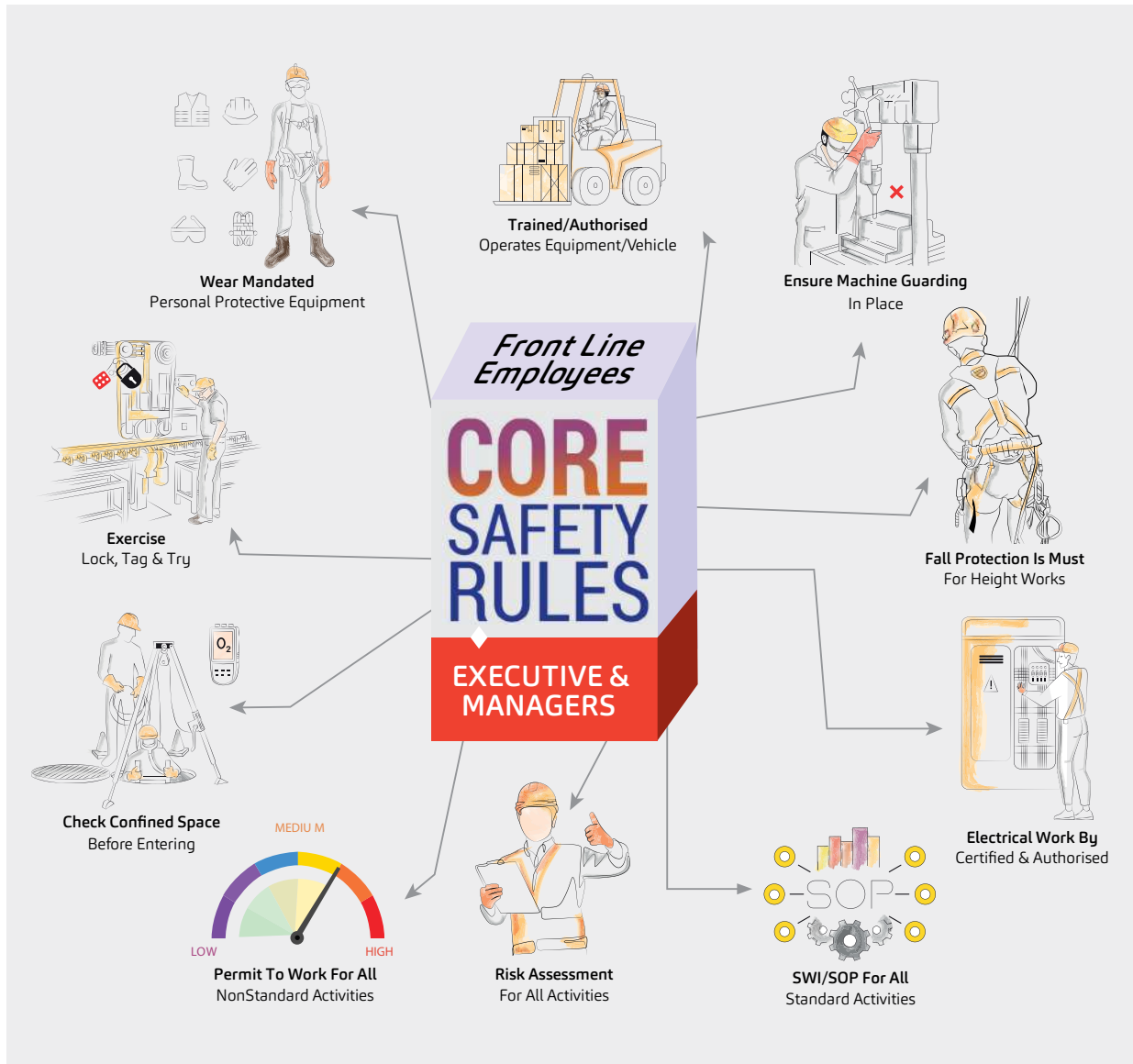
### 10 Core Safety Rules

Himadri's 10 Core Safety Rules define clear, non-negotiable expectations for employees and contractors, focusing on controlling critical risks and preventing serious injuries. These cover high-risk activities and mandatory controls such as Permit-to-Work (PTW), Lockout-Tagout (LOTO), appropriate PPE usage, safe working at height, confined space entry and adherence to electrical, machine and vehicle safety. They also

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emphasise risk assessment, hazard communication and fitness for duty, including strict prohibition of alcohol and drugs at the workplace. By institutionalising these rules, the Company reinforces accountability and vigilance, ensuring consistent implementation across locations, proactive risk management, incident reduction and progress towards zero harm and operational excellence.



The rules typically cover high-risk activities and mandatory controls such as **Permit-to-Work (PTW) compliance**, **Lock, Tag and Try (LTT)** for energy isolation, use of appropriate **Personal Protective Equipment (PPE)**, safe working at height, confined space entry protocols and adherence to electrical, machine and vehicle safety practices. They also emphasize proper risk assessment, hazard communication and maintaining fitness for duty, including strict prohibition of alcohol and drugs at the workplace.

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By institutionalizing these core rules, Himadri reinforces a culture of accountability and vigilance, where safety is a shared responsibility. The consistent implementation of these rules across all locations supports proactive risk management, minimizes incidents and strengthens the organization's commitment to achieving zero harm and operational excellence.

## Comprehensive Safety Measures Framework

Component	Description	FY 2025-26 Outcomes
Risk Assessment	Proactive and systematic identification and evaluation of potential safety hazards. Both routine and non-routine. Results formally documented and regularly reviewed.	965 risks identified; 87.36% closure;
Management Standards and Non-Standard Works	Stringent management standards for all activities, especially non-standard or high-risk tasks via the Permit-to-Work system.	PTW deployed across all 7 sites; 7 permit categories in use
Workplace Safety and Ergonomics	Continuous monitoring of physical workplace conditions. Ergonomic workstations, safe infrastructure, noise mitigation.	Zero MSD-related LTIs; Ergonomic Standard deployed all sites
Contractor Safety Management	100% mandatory induction training for all third-party contractors before commencing work on site.	100% pre-qualification, periodical audit and post-evaluation
Accident and Incident Management	8D Practical Problem Solving (PPS) for root cause analysis. All incidents investigated regardless of severity. LLS shared across all sites.	80+ management employees trained in 8D-PPS; 200+ in Safety Leadership Programme
Emergency Management	Comprehensive Onsite Emergency Management Plan. Emergency Response Team (ERT) comprises ~15% of workforce operating across all three shifts.	2,290+ training hours; 100% workforce participation in drills
Workforce Engagement	Active involvement via safety committees, hazard reporting, suggestion mechanisms and 13 engagement platforms.	Over 10,100 observations logged; >90% closure in Safety Audit
OHS Capacity Building	35,600 man-hours of safety training in FY 2025-26 covering all employees, workers and contractors.	Average 10.08 hrs/head; 1,624 sessions; 2,400+ personnel covered
External and Internal Auditing	Quarterly internal audits + annual external audits + third-party assessments including TÜV-SÜD.	>90 % closure rate;
Rewards and Recognition	Monthly IGNITE Safety Ambassador; Annual Umang Achievers; National Safety Week; National Fire Safety Week.	Deployed across all 7 sites
Digital Safety Initiatives	QR Code mobile app for hazard reporting; UTKARSH e-learning; digital incident reporting; daily Safety Activities system; Online Risk Assessment in implementation.	9,638 audit points; real-time analytics via digital dashboard
Continuous Improvement	Systematic lessons learned analysis; benchmarking against global best practices; adoption of technological innovations.	Golden Peacock Award for OHS FY 2024-25

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## Occupational Health at Himadri

Himadri's occupational health approach is comprehensive and people-centric, founded on the principle that protecting individuals—physically, mentally and ergonomically—is non-negotiable.

<p><b>Health Infrastructure and Services</b></p> <p>At its core is a 24/7 Occupational Health Centre (OHC), staffed by a plant doctor and trained paramedics, supported by two ambulances with Basic Life Support (BLS) equipment and partnerships with super-speciality hospitals. The OHC provides pre-employment and periodic check-ups, continuous health surveillance, physiotherapy, dietary counselling and support for mental health and substance abuse recovery. Notably, 100% health check-up coverage has been maintained for all employees and contractual workers across all locations—from Mahistikry to the Corporate Office—for three consecutive years.</p>	<p><b>Zero Occupational Illness — A Decade of Achievement</b></p> <p>Himadri has reported zero occupational illness over the past decade. In FY24–25, 100% of contractors underwent structured health screenings, including specialised vision and physiotherapy assessments, reflecting a proactive health management approach.</p>	<p><b>Mental and Emotional Well-being</b></p> <p>Through its partnership with the Tea Talks Foundation, Himadri conducted the 'Mind Detox' session in November 2024 to promote emotional balance and equip employees with practical stress management tools.</p>
<p><b>Workplace Stress Management</b></p> <p>A structured framework addresses identification of stressors, impact assessment, categorisation, targeted interventions and continuous monitoring—treating stress as a manageable occupational risk.</p>	<p><b>Ergonomic Safety — Proactive Prevention</b></p> <p>A comprehensive Ergonomic Safety Standard addresses Repetitive Strain Injuries (RSI) and Cumulative Trauma Disorders (CTD) through redesigned workstations, mechanical aids, adjustable platforms, job rotation, rest breaks and awareness training. Regular assessments and audits have reduced musculoskeletal complaints, improved posture comfort and enhanced productivity, with implementation across all manufacturing locations.</p>	<p><b>Work Zone Monitoring and Occupational Hygiene</b></p> <p>Himadri monitors parameters such as noise, VOCs, illumination, respirable dust, hazardous substances and humidity across sites, with personal exposure sampling being introduced for data-driven control. Occupational hygiene is maintained through 5S methodology, UNGC WASH principles and SA 8000:2014 standards, ensuring clean water, sanitation and regular hygiene awareness initiatives.</p>

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The OHC serves as a central hub for promoting safety, wellness and proactive healthcare across the organisation, delivering a wide range of integrated health services.

OHC Service	Description / Coverage
Pre-Employment Health Check-up	100% coverage — all locations, all three years (FY25-26)
Periodic Health Check-up for Employees	100% coverage — all locations, all three years (FY25-26)
Health Check-up for Contractual Workforce	100% coverage — all locations, all three years (FY25-26)
Physiotherapy Consultations	Physical rehabilitation and recovery support for musculoskeletal conditions
Dietitian Services	Professional nutritional guidance and lifestyle management
Plant Doctor (On-site, 24/7)	Day-to-day health concerns and immediate consultation during working hours
Eye Check-up Programme for Drivers	Ensuring vision standards for road safety and operational safety at plant level
First Aid Medicines Distribution	Prompt relief for minor injuries and everyday ailments
Periodic Health Camps	Wide workforce participation with screenings and interactive educational sessions
Employee Assistance Programme (EAP)	Confidential counselling services for work-related and personal stress and anxiety

### 13. Number of Complaints made by employees and workers:

	FY 2025-2026 (Current Financial Year)			FY 2024-2025 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	Nil	Nil	NA	Nil	Nil	NA
Health & Safety	Nil	Nil		Nil	Nil	

Various committees, including representatives from across the workforce, work collaboratively to identify and implement improvements in workplace comfort, ergonomics, working conditions and work-life balance. Himadri's adherence to the SA 8000:2014 Management Standard reflects a deep and authentic commitment to social accountability and ethical practices.

As a forward-looking and genuinely people-centric organization, Himadri actively and systematically seeks to redress any concerns raised by Himadrians, cultivating a distinctive culture of transforming challenges into opportunities for growth and continuous improvement. This proactive approach ensures that every team member feels heard and valued, reinforcing the Company's position as a preferred employer within the industry.

### 14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% (ISO 45001:2018)
Working Conditions	100% (IS :14489 & Internal audit protocol, SA 8000:2014)

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Himadri undertakes comprehensive **annual assessments of health, safety and working conditions** across all its plants and offices, ensuring 100% coverage and alignment with recognized standards. Health and safety practices are evaluated in line with **ISO 45001:2018**, while working conditions are assessed through **IS 14489**, internal audit protocols and **SA 8000:2014** requirements, reflecting a holistic approach to employee well-being and workplace safety.

### Audit and Verification Coverage

Material Topic	Internal Audit	External Audit	Assurance / Verification
ISO 45001:2018 Compliance	✓	✓	✓
SA 8000:2014 Compliance	✓	✓	✓
Statutory Audit as per IS 14489	✓	✓	✓
Fire Safety Audit	✓	✓	✓
Electrical Safety Audit	✓	✓	✓

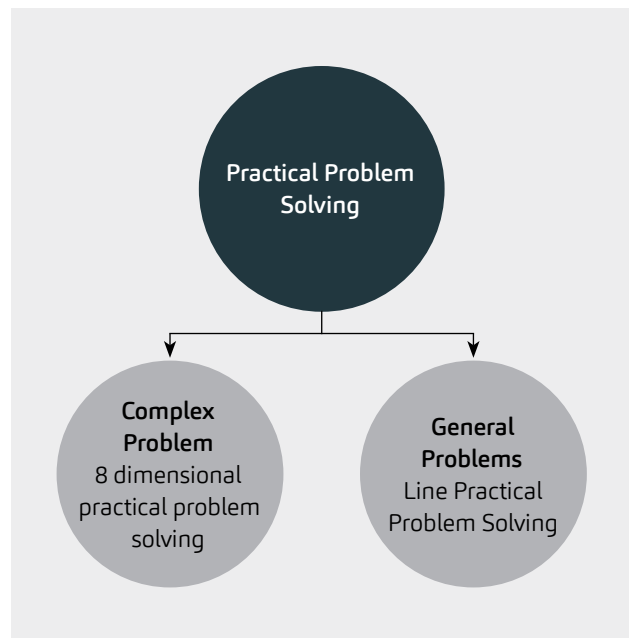
To strengthen assurance, Himadri implements a robust **audit and verification framework** that includes both internal and external evaluations. Key areas such as **ISO 45001:2018 compliance, SA 8000:2014 adherence, statutory audits (as per IS 14489) and fire and electrical safety audits** are systematically reviewed through regular internal audits, annual external audits and independent third-party verification.

These assessments are further reinforced by quarterly internal audits and third-party assurance from globally recognized bodies such as **TÜV SÜD**, ensuring objectivity and credibility. This integrated and multi-layered approach enables Himadri to maintain high standards of safety and working conditions while driving transparency, accountability and continuous improvement across its operations

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

Himadri follows a structured, proactive approach to managing safety incidents and significant risks identified through assessments, audits and workplace monitoring. A comprehensive incident management framework ensures that all incidents—including near misses, unsafe conditions and high-potential events—are promptly reported, investigated and resolved within defined timelines.

On occurrence of an incident or identification of a critical risk, immediate containment measures are implemented, including work stoppage ("Stop at Incident"), hazard isolation and ensuring personnel safety. Incidents are investigated using structured root cause methodologies such as 8D and Line Practical Problem Solving (PPS), focusing on identifying underlying causes to enable robust, sustainable corrective actions and prevent recurrence.



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Corrective and preventive actions span engineering controls (machine guarding, interlocks, process redesign), strengthened operational controls (Permit-to-Work systems, SOPs and safe work instructions) and administrative measures (training, supervision and competency development). Learnings are institutionalised through safety alerts and “Lessons Learned Sheets,” disseminated across all plants for organisation-wide risk mitigation.

Digital platforms and frameworks such as the Safety Improvement Opportunities and Preventive Actions (SIOPA) system and QR code-enabled audit tools are used to track observations, assign accountability and monitor action closure. Risks are categorised by severity, with high-risk issues escalated to senior management and closure status reviewed through management reviews and ESG governance forums to ensure transparency and accountability.

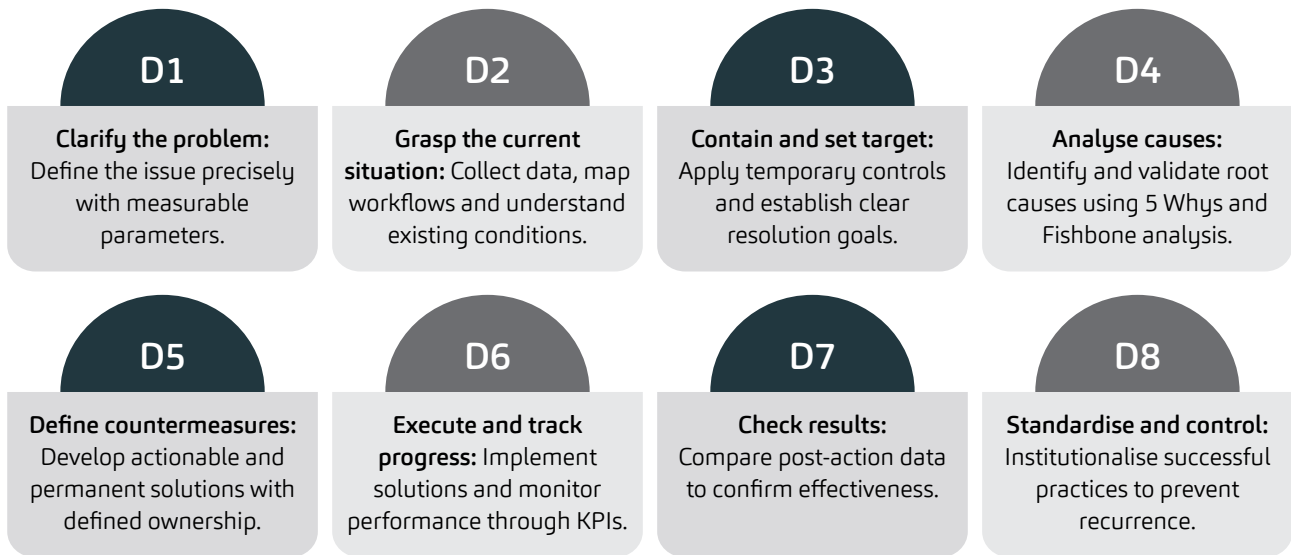
The Company adopts a data-driven approach to risk mitigation, using tools such as Risk Priority Number

(RPN) analysis to prioritise critical risks and optimise resource allocation. Preventive measures—including equipment upgrades, predictive and preventive maintenance, ergonomic interventions and enhanced exposure monitoring—are continuously implemented to strengthen workplace safety.

Himadri also focuses on continuous capability building through targeted training programmes, toolbox talks and refresher sessions aligned with risk trends and incident learnings. Employees and contractors are actively involved in hazard identification, safety audits and feedback mechanisms, fostering shared responsibility and proactive risk reporting.

Through this integrated approach—combining governance, digital tracking, root cause analysis and workforce engagement—Himadri ensures effective risk closure and continuous improvement in health and safety performance, reinforcing its “Zero Harm” vision and alignment with global best practices.

## The 8D steps



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## Leadership Indicators

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

Yes, Himadri extends life insurance and compensatory support to all its workforce in the event of death, in accordance with statutory provisions and Company policies.

In addition to statutory benefits and insurance coverage, the Company has instituted a compassionate support initiative titled **"Each One Reach One"**, which reflects its commitment to employee welfare beyond compliance. Under this initiative, voluntary contributions are mobilized from employees to provide additional financial assistance to the family of a deceased colleague during times of distress.

For instance, in the unfortunate demise of an employee during the reporting period, the Company extended support to the bereaved family through this initiative, reinforcing its culture of care, solidarity and shared responsibility.

This approach demonstrates Himadri's commitment to holistic employee well-being by ensuring both structured financial protection and community-driven support mechanisms for employees and their families.

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

During the contracting process with all value chain partners — including suppliers and vendors — the Company ensures that every contract contains explicit provisions requiring full compliance with all applicable terms and conditions, including all relevant laws of the land. For contracts specifically related to manpower supply, the Company has implemented a robust verification system that cross-checks all statutory deductions and deposits.

The Company's Due Diligence Programme ensures that all partners are assessed for alignment with Himadri's sustainability objectives and adherence to global standards of governance, social responsibility and environmental management. Specific measures include:

- Systematic validation of partners' tax filings and compliance records against regulatory requirements
- Active monitoring for any discrepancies or irregularities in financial transactions or statutory reporting
- Regular training sessions for value chain partners on anti-tax evasion norms and applicable labour laws

### 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 number of affected employees/ workers		No. of employees/ workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

Himadri's commitment to safety and well-being extends fully beyond its own direct employees to encompass a comprehensive contractor safety management protocol specifically designed to protect all non-employee workers. The protocol includes specific, detailed standards addressing Contractor Safety Management, Workplace Risk Assessment, Workplace Stress Management, Health and Safety Training, HSE Auditing and Inspection and Hazardous Chemical Handling. All third-party workers undergo 100% mandatory induction training before commencing any work on the shop floor.

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

No, Himadri does not currently offer a formal, structured transition assistance programme for employees facing retirement or involuntary separation. However, the Company continues to invest significantly in human capital development as a core element of its people strategy, focusing on building contemporary skills and capabilities that enhance long-term employability.

Through ongoing training, development and recognition initiatives, Himadri supports employees in remaining professionally relevant and competitive in the broader labour market. The Company also operates a Long Service Award Policy that recognises and celebrates employee loyalty and the contributions of long-serving employees, reinforcing its commitment to career development and continuous professional growth.

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

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100% (75% of Group's Spent & Sales)
Working Conditions	100% (75% of Group's Spent & Sales)

Himadri has established a structured framework to assess and monitor the health, safety and working conditions of its value chain partners, including contractors and suppliers, by integrating Health, Safety and Environment (HSE) criteria into evaluation processes to align with internal standards and global best practices.

The assessment follows a multi-stage approach, starting with pre-qualification and due diligence—covering safety policies, past performance, statutory compliance and risk management systems—followed by periodic audits, inspections and performance reviews during execution to ensure adherence to safety standards.

The contractor safety management system mandates compliance with Permit-to-Work (PTW), use of personal protective equipment (PPE), participation in safety training and toolbox talks and adherence to safe operating procedures. High-risk activities are closely monitored, with deviations addressed through immediate corrective actions and escalation mechanisms.

A structured Supplier Assessment Framework evaluates partners through self-assessments, benchmarking, gap analysis and capability-building initiatives, covering workplace health and safety, emergency response systems, employee welfare, training coverage and environmental and social compliance.









Himadri also adopts a collaborative approach by providing training, technical guidance and handholding support to address gaps, with performance monitored through leading and lagging indicators such as audits, incident records and preventive actions. Governance mechanisms—including internal audits, third-party assessments and ESG reviews—ensure transparency and accountability, strengthening risk management, operational reliability and a responsible, sustainable supply chain ecosystem.

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## Supplier Assessment Framework

Four-Pillar Weighted Scoring

Assessment Pillar	Weightage	Key Parameters
 <b>Governance</b>	30%	 Policies, compliance records, management systems, certifications, anti-bribery and anti-corruption compliance
 <b>Certification</b>	10%	 ISO 45001:2018, SA 8000:2014, ISO 14001:2015 and other relevant certifications
 <b>Social</b>	30%	 Workplace H&S, audits, training, fire safety, PPE, emergency systems, medical programmes, social welfare, insurance
 <b>Environment</b>	30%	 Environmental management, waste handling, emissions, resource use, ZLD compliance

**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.**

No significant risks or concerns were identified through assessments of value chain partners' health and safety practices or working conditions during the reporting period. The Company remains vigilant through its ongoing monitoring processes and is committed to taking prompt and decisive corrective action should any such risks be identified in future assessment cycles.

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## Section C

### Principle 4

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

Sustainable businesses carry a fundamental responsibility to protect the interests of their stakeholders—including vulnerable and marginalized groups—while maximizing the positive impact of their activities, products, processes and strategic decisions. At Himadri, stakeholder inclusiveness is deeply embedded within our approach to responsible business conduct and the creation of sustainable, long-term value.

The Company remains committed to safeguarding stakeholder interests, enhancing shared value and ensuring that business priorities remain dynamically aligned with stakeholder expectations. Through regular and

meaningful engagement, Himadri seeks to gain deeper insights into stakeholder perspectives, gather actionable feedback and proactively respond to evolving needs.

These engagements serve as critical inputs into the Company's decision-making processes, supporting the continuous refinement of business practices. By adopting a structured approach to stakeholder dialogue and grievance resolution, Himadri fosters a culture of trust and accountability. This commitment ensures that our growth remains equitable and creates a lasting, positive impact for every Himadrian and the broader community we serve.

### SDGs Impacted



### Stakeholder Consultation

Established methods of communication

### No Material Concern

Raised in this reporting year

### Essential Indicators

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

With oversight from the Board of Directors, Himadri's leadership team has established a structured framework for identifying and mapping key internal and external stakeholders who are material to the Company's long-term value creation journey. Stakeholders have been identified based on two key considerations — their ability to influence the Company's business and the extent to which the Company's decisions, operations and activities may have a material impact on them. This approach enables the Company to better understand stakeholder priorities, enhance responsiveness and strengthen alignment between business objectives and stakeholder expectations.

By systematically identifying and engaging with relevant stakeholder groups, Himadri seeks to embed stakeholder perspectives into its governance, strategy and sustainability processes. This not only supports informed decision-making and improved risk management, but also reinforces the Company's commitment to responsible business conduct, inclusive growth and long-term relationship building. Additional details regarding the Company's stakeholder engagement approach are available in Himadri's Stakeholder Engagement Policy, the web link for which is provided below

[https://www.himadri.com/pdf/Stakeholder\\_Engagement\\_Policy\\_10.02.2023.pdf](https://www.himadri.com/pdf/Stakeholder_Engagement_Policy_10.02.2023.pdf)

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Himadrians – Our greatest asset is our workforce. As an employer, we are totally dedicated to upholding our duty of care by making sure the right person is in the right job, offering sufficient training, preserving safe work procedures and guaranteeing a safe workplace. Our goal is to guarantee a welcoming workplace with lots of chances to foster our employees' development. Investors and shareholders.	No	<ul style="list-style-type: none"> <li>▪ Email</li> <li>▪ HR Portal</li> <li>▪ Company Intranet</li> <li>▪ Newsletters</li> <li>▪ Office collaboration screens etc.</li> <li>▪ All staff 'town halls' meeting at organisation level</li> <li>▪ Team forums and training programmes</li> </ul>	As and when required	<ul style="list-style-type: none"> <li>▪ Maintaining and enhancing employee engagement</li> <li>▪ Informing employee Benefits, Rewards and Policies, Procedures and Programs</li> <li>▪ Employee Development Plan, Career Progression, Performance Reviews and Ratings</li> <li>▪ Understanding employee concerns or grievance</li> <li>▪ Receiving employee feedback</li> </ul>
Shareholders and Investors – We build trust and meet shareholder and investor expectations by continuously enhancing our corporate value, proactively disclosing information and engaging in effective communication activities.	No	<ul style="list-style-type: none"> <li>▪ Periodic investor/ analyst interactions like individual Meetings</li> <li>▪ Participation in investor conferences</li> <li>▪ Analysts meet from time to time guided by finance department of the company</li> <li>▪ Annual Reports</li> <li>▪ Publication of periodical results</li> <li>▪ Press Release</li> <li>▪ Newspaper</li> <li>▪ Website</li> <li>▪ Periodical investor presentation</li> </ul>	As and when required	<ul style="list-style-type: none"> <li>▪ Educating investors about the business using accurate, timely and comprehensive information</li> </ul>
Customers – By actively listening to consumer concerns and opinions, using their feedback and keeping close lines of communication, we hope to develop and improve our products and services.	No	<ul style="list-style-type: none"> <li>▪ Customer Meetings</li> <li>▪ Business discussions as and when required</li> <li>▪ Award and Recognition ceremonies</li> <li>▪ Participation in survey conducted by customers from time to time</li> </ul>	As and when required	<ul style="list-style-type: none"> <li>▪ To make aware the customers about the new developments in techniques and products</li> <li>▪ Build long-lasting relationships with suppliers</li> <li>▪ To receive feedback from customers</li> </ul>

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Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Supply Chain Partners – To create value by enhancing efficiency and implementing responsible business practices throughout our value chain, we prioritise leveraging our influence and partnering potential with supply chain partners. Our approach to sustainable procurement is rooted in our core values, where we strive to minimise negative impacts on the environment, support local communities and promote ethical business practices, partners.	No	<ul style="list-style-type: none"> <li>▪ Award and Recognition ceremonies</li> <li>▪ Participation in survey conducted by suppliers from time to time</li> <li>▪ Business discussions as and when required Suppliers Meetings</li> </ul>	As and when required	<ul style="list-style-type: none"> <li>▪ Build long-lasting relationships with capable suppliers</li> <li>▪ Monitoring Supplier Performance</li> <li>▪ Ensure supplier competency and compliance</li> <li>▪ To make aware the suppliers about the new developments in techniques and products</li> </ul>
Communities – We aim to harmonise with local communities by understanding the impacts of our business activities, aligning our operations to meet their needs and actively engaging in communication initiatives.	No	<ul style="list-style-type: none"> <li>▪ CSR Activities</li> <li>▪ Volunteering Activities</li> <li>▪ Community Events</li> <li>▪ Community Survey and Consultations</li> </ul>	As and when required	<ul style="list-style-type: none"> <li>▪ Provide relevant and accurate information about Company Understand impact of company's initiatives and activities on community Supporting causes and organizations through donations and philanthropic activities</li> </ul>
Government and Regulatory Authorities – Our Business Conduct Guidelines emphasise maintaining healthy and equal relationships with national governments. In line with these principles, we engage with and share opinions with relevant government organisations. Additionally, we collaborate with local governments to address social issues within communities	No	<ul style="list-style-type: none"> <li>▪ Statutory Report</li> <li>▪ Interactions with Public Authorities</li> <li>▪ Membership of industry associations</li> </ul>	As and when required	<ul style="list-style-type: none"> <li>▪ Understanding potential legal and regulatory changes relevant to the Himadri's business</li> <li>▪ Contributing to industry reform</li> </ul>
Academia/ Industry Groups/ Other Institutes and NGO – We actively share knowledge and engage with academia in opinion exchanges for mutual benefit, aiming to jointly contribute to society and generate innovative solutions for climate change and other pressing challenges of today.	No	<ul style="list-style-type: none"> <li>▪ Joint research</li> <li>▪ Industry-academia summits</li> <li>▪ Environmental events and human rights topics</li> </ul>	As and when required	<ul style="list-style-type: none"> <li>▪ Share knowledge and engage.</li> <li>▪ Opinion exchanges for mutual benefit, aiming to jointly contribute to society and generate innovative solutions for climate change and other pressing challenges of today.</li> </ul>

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Himadri's stakeholder engagement approach is anchored in its Stakeholder Engagement Policy, which serves as a guiding framework for fostering constructive relationships with key stakeholder groups such as shareholders, employees, suppliers and local communities. The Policy enables the Company to integrate stakeholder interests into its decision-making processes and promotes ongoing dialogue to better understand stakeholder expectations and concerns.

To support this commitment, the Company has established a Stakeholders' Relationship Committee entrusted with oversight of stakeholder communication and engagement. Comprising Board members, including Independent Directors and an Executive Director, the Committee is responsible for addressing stakeholder grievances, overseeing investor complaint resolution and ensuring compliance with stakeholder-related policies and governance practices. In addition, the Committee reviews stakeholder engagement mechanisms and outcomes on a periodic basis to strengthen responsiveness and accountability.

Through this structured governance mechanism, Himadri seeks to foster transparent communication, timely grievance redressal and sustained stakeholder confidence. The Company believes that meaningful stakeholder engagement is essential to building trust, enhancing satisfaction and supporting long-term value creation

### Leadership Indicators

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

Himadri's ESG agenda is anchored at the highest level of governance, with the Board of Directors providing strategic oversight and direction on material sustainability matters. To enable focused review and governance of ESG-related issues, the Board has constituted an ESG Committee responsible for monitoring the Company's progress and guiding its ESG priorities. The process of stakeholder consultation has been delegated to the management, with the resulting insights and feedback being regularly shared with the ESG Committee and the Board to support informed oversight and decision-making.

As part of its commitment to strengthening ESG integration, Himadri undertook a comprehensive materiality assessment and stakeholder engagement exercise during the year to identify the environmental, social and governance topics of greatest significance to the Company and its stakeholders. This process was carried out in collaboration with an external agency possessing relevant expertise and involved engagement with key internal and external stakeholder groups to understand their concerns, expectations and evolving priorities. The feedback received was incorporated into the materiality assessment process

to support the prioritisation of ESG themes and related reporting considerations.

The findings from the stakeholder engagement exercise were analysed to develop the Company's materiality matrix and determine its key ESG focus areas. These outcomes were subsequently presented to the ESG Committee and the Board and are being used to guide the definition of Himadri's ESG objectives and strengthen the Company's long-term sustainability roadmap

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

Yes, Himadri maintains regular and meaningful engagement with its key stakeholders, including investors, shareholders, lenders, suppliers, business partners, communities, employees and customers, as part of its commitment to responsible business conduct and transparent communication. The Company recognises stakeholder engagement as an important enabler of long-term value creation and seeks to ensure that its disclosures and interactions on business matters remain open, timely and credible.

The Company engages proactively with the investment community through periodic investor presentations

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and related communication channels, providing key business updates, strategic insights and performance-related information. This supports greater transparency and enables stakeholders to make informed assessments and decisions.

In addition, Himadri follows a formal stakeholder engagement process involving direct and structured consultations with diverse stakeholder groups. This enables the Company to better understand stakeholder priorities, identify critical issues and incorporate relevant perspectives into its decision-making processes. The outcomes of these consultations are shared with the appropriate Board-level management and governance committees, thereby supporting the formulation and

implementation of strategies, policies and objectives related to economic, environmental and social priorities

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

No material concerns were raised by stakeholders during the reporting period. However, the Company continues to engage proactively with its stakeholders and remains committed to addressing any issues or expectations through its established engagement and grievance redressal mechanisms. The Company remains committed to understanding stakeholder expectations and addressing concerns, wherever raised, in a timely, transparent and responsible manner

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## Section C

### Principle 5

#### Businesses should respect and promote human rights

Himadri is steadfast in its commitment to upholding human rights across its operations and entire value chain. Guided by the core principles of dignity, equality and respect, the Company aligns its conduct with national regulations and globally recognized frameworks, including the **UN Guiding Principles on Business and Human Rights** and **SA 8000:2014** standards.

Our robust policies and governance mechanisms are designed to protect the

fundamental rights of every **Himadrian**, ensuring fair treatment and a safe, inclusive and non-discriminatory workplace. By integrating these values into our institutional fabric, Himadri fosters an environment where the **entire workforce** can thrive, reflecting our broader mission of responsible and ethical growth.

#### SDGs Impacted



# NIL

Complaints Filed by Workforce

# 4.84

Gross Wages Paid to Female Employees (% of Total Wages)

### Essential Indicators

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	1107	1107	100	881	881	100
Other than permanent	288	288	100	172	172	100
<b>Total Employees</b>	<b>1395</b>	<b>1395</b>	<b>100</b>	<b>1053</b>	<b>1053</b>	<b>100</b>
<b>Workers</b>						
Permanent	54	54	100	89	89	100
Other than permanent	1744	1744	100	1340	1340	100
<b>Total Workers</b>	<b>1798</b>	<b>1798</b>	<b>100</b>	<b>1429</b>	<b>1429</b>	<b>100</b>

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Human rights training is a key strategic priority, delivered through the UTKARSH Learning Management System (LMS), ensuring all employees across locations and functions are sensitised to policies and their practical application. The training is designed not only to inform but to enable employees to uphold standards in daily roles.

Himadri extends training to value chain partners, raising awareness among suppliers and contractors on legal and ethical human rights obligations, recognising that responsibility extends beyond its own operations.

The Training and Development Committee ensures programme relevance by identifying skill gaps and monitoring outcomes. A comprehensive ESG Training Manual provides guidance on social and governance topics, including human rights. Training coverage spans

100% of sites—Mahistikry, Liluah (I & II), Sambalpur, Vizag, Korba, Falta and the Corporate Office.

Training topics include child and forced labour, fair wages, anti-discrimination, freedom of association, anti-harassment, health and safety as a human right, diversity and inclusion, working conditions and ethical labour practices. Delivery modes include UTKARSH LMS modules, classroom and practical sessions, outbound training, EcoVadis Learning Academy, UNGC Academy resources and multilingual posters.

Completion is tracked in real time through UTKARSH, with structured record-keeping ensuring audit readiness and compliance. Programme effectiveness is regularly reviewed and enhanced based on feedback, assessments and evolving legal and best practice requirements

### 2. Details of minimum wages paid to employees and workers:

Category	FY 2025-26 (Current Financial Year)					FY 2024-25 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees Permanent</b>										
Male	1039	-	-	1039	100	832	-	-	832	100
Female	68	-	-	68	100	49	-	-	49	100
<b>Other than Permanent</b>										
Male	287	-	-	287	100	172	-	-	172	100
Female	1	-	-	1	100	-	-	-	-	-
<b>Workers Permanent</b>										
Male	54	-	-	54	100	87	-	-	87	100
Female	-	-	-	-	-	2	-	-	2	100
<b>Other than Permanent</b>										
Male	1724	1239	71.87	485	28.13	1332	950	71.32	382	28.68
Female	20	12	60.00	8	40.00	8	3	37.50	5	62.50

Himadri is committed to upholding human rights across its operations and value chain, guided by principles of dignity, equality and respect and aligned with national regulations and international frameworks such as the UN Guiding Principles on Business and Human Rights and SA 8000:2014 standards. Its policies and governance mechanisms ensure protection of fundamental rights, fair treatment and a safe, inclusive, non-discriminatory workplace.

Ensuring payment of at least the legally prescribed minimum wage—and striving to exceed it wherever commercially feasible—is a core and non-negotiable element of Himadri's commitment to fair and equitable treatment. This approach promotes diversity and social justice, reinforces accountability to stakeholders and strengthens Himadri's position as an attractive employer capable of attracting and retaining diverse talent that drives performance and innovation.

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The Company regularly reviews and updates pay structures in line with the Minimum Wage Act, 1948 and state notifications, proactively anticipating changes to ensure continuous compliance without administrative delays. All revisions are formally documented and approved, ensuring accountability and traceability.

Himadri's Diversity, Equity and Inclusiveness (DEI) Policy mandates regular wage and pay equity audits to identify and address disparities across gender, categories and functions. Annual audits are reported to the Board, with root cause analyses and time-bound corrective actions implemented and monitored to ensure progress towards wage equity.

Adherence to the SA 8000:2014 Management Standard provides an additional layer of accountability, requiring not only compliance with minimum wage laws but also commitment to fair and adequate wages sufficient to meet basic needs and provide discretionary income. This standard is applied across all workers, including third-party and contractual personnel.

Beyond compliance, Himadri is committed to the principle of living wages—ensuring workers and their families can achieve a reasonable standard of living. The Company continuously assesses wage adequacy, particularly for economically vulnerable groups, recognising that fair wages are essential to human dignity, social equity and sustainable community development.

### 3. Details of remuneration/salary/wages:

#### a. Median remuneration / wages

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (₹ in Lakhs)	Number	Median remuneration/ salary/ wages of respective category (₹ in Lakhs)
Board of Directors (BoD) (Executive Directors)	3	350.00	-	NA
Key Managerial Personnel	6	220.00	1	53.00
Employees other than BoD and KMP	1033	5.95	67	7.21
Workers	54	2.25	-	-

Himadri follows a structured, non-discriminatory remuneration framework ensuring equal pay for equal work across all employee categories, irrespective of gender. Compensation is based on objective criteria—role, qualifications, experience, performance and market benchmarks—in compliance with the Equal Remuneration Act, 1976 (now under the Code on Wages, 2019) and other labour regulations.

In FY 2025–26, variations in median remuneration between male and female workforce in certain categories are primarily due to differences in role seniority, responsibilities, experience and representation across grades. Lower female representation in senior leadership and shop-floor roles influences median values and does not indicate gender-based pay disparity.

Notably, among employees other than Board of Directors (BoD) and Key Managerial Personnel (KMP), median remuneration for female employees is higher than for male employees, reflecting equitable practices. In categories with low or no female representation, such as Board positions and workers, the Company is actively improving diversity through targeted hiring and inclusion initiatives.

All compensation decisions are governed by transparent policies, internal controls and periodic reviews to eliminate bias. Himadri remains committed to strengthening gender diversity, promoting equal opportunity and upholding fairness and equity as part of its human rights and ESG commitments.

#### b. Gross wages paid to females as % of total wages paid by the entity:

	FY 25-26 (Current Financial Year)	FY 24-25 (Previous Financial Year)
Gross wages paid to females as % of total wages	4.84	4.00

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The percentage of gross wages paid to female workforce has demonstrated a steady and progressive increase over the years, reflecting Himadri's commitment to gender diversity, inclusion and equitable compensation practices.

This positive trend is driven by the Company's focused initiatives to improve gender diversity through inclusive hiring practices, enhanced participation of women in technical and operational roles and equal opportunity employment policies. Himadri ensures that compensation practices are free from gender bias and are aligned with role-based, competency-driven frameworks, thereby promoting fairness and transparency in wage distribution.

The Company is also strengthening its workplace ecosystem to support increased female participation by providing a safe and inclusive work environment, appropriate infrastructure and employee well-being initiatives such as health support, maternity benefits and work-life balance programmes. Continuous training and capacity-building initiatives further enable women workforce to take on higher responsibilities and leadership roles within the organization.

From a governance perspective, diversity and inclusion are embedded within Himadri's ESG and human capital management strategies, with periodic monitoring of gender-related metrics and leadership oversight to drive continuous improvement. The Company also aligns its practices with applicable labour laws and international frameworks, reinforcing its commitment to non-discrimination and equal remuneration.

Going forward, Himadri aims to further enhance female representation across all levels of the organization, with a particular focus on increasing participation in core manufacturing and technical functions. The Company is committed to strengthening diversity pipelines, promoting inclusive leadership and progressively improving gender parity metrics as part of its broader sustainability and ESG agenda.

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

Yes. Himadri has established a robust Whistle Blower and Human Rights Grievance Mechanism as the primary channel for receiving, investigating and resolving human rights concerns across its operations and value chain. The mechanism is publicly communicated to employees, workers and external stakeholders, with regular awareness and training ensuring accessibility.

The Company's whistleblower platform, '**Right to Raise**', provides a confidential avenue for employees, suppliers, business partners and other stakeholders to report human rights violations, labour issues, corruption, or non-compliance without fear of retaliation or discrimination.

All complaints are handled confidentially and impartially by an oversight panel comprising the Chief Sustainability Officer, Company Secretary and Chief Human Resource Officer. A dedicated response team, regularly trained in case handling, investigation procedures and grievance resolution protocols, ensures effective and timely redressal.

### Key Features of the Human Rights Grievance Mechanism



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## Key Features of the Human Rights Grievance Mechanism

Feature	Details
Reporting Channels	Confidential email ( <a href="mailto:speakup@himadri.com">speakup@himadri.com</a> ), toll-free telephone helpline, anonymous online reporting portal and direct access to HR or Senior Management.
Non-Retaliation	The Company strictly and unconditionally prohibits any form of reprisal against any individual who raises a concern in good faith. Zero retaliation policy formally embedded in the Code of Conduct.
Investigation	A dedicated cross-functional committee is formed for each complex concern, including external specialists where required. All parties kept informed of progress.
POSH Committee	Internal Complaints Committee (ICC) constituted under the POSH Act, 2013. Meets regularly; reviews POSH compliance annually and reports to the Audit Committee and Board.
Training Coverage	100% whistleblower mechanism training at all sites: Mahistikry, Liluah (I & II), Sambalpur, Vizag, Korba, Falta and Corporate Office.
Security Personnel	All security personnel operate under strict human rights standards. They are explicitly prohibited from carrying any weapon (including non-lethal ones). Their role is limited to managing internal traffic movement.

The Company's SpeakUp mechanism provides a confidential platform for Himadrians to report concerns that compromise our core values. Reportable matters include, but are not limited to: (a) unethical behaviour—harassment, discrimination, bullying, intimidation, coercion, or exploitation; (b) fraud and misconduct—corruption, abuse of power and financial irregularities; (c) workplace safety risks—unsafe conditions and forced or coerced labour; and (d) gross negligence—actions endangering the health and well-being of individuals connected to the Company's operations.

The Company promotes an open-door culture across all management levels, emphasising transparency, accessibility and accountability. Each team member—irrespective of role, seniority, or employment status—are empowered and encouraged to report grievances or misconduct, including human rights violations, without fear of retaliation or adverse consequences. This is reinforced through regular communication, visible leadership behaviour and practical safeguards that protect individuals raising concerns in good faith.

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

Himadri recognises the role of responsible business in protecting human rights across employees, workers and communities. It has established a structured, accessible and effective grievance mechanism, supported by an open-door culture that ensures every concern is heard and addressed with dignity and respect.

The internal grievance redressal mechanism is structured and operates through a series of clearly defined and documented steps:

### Internal Grievance Redressal Mechanism

The mechanism operates through clearly defined steps:

1. Team members are encouraged to report concerns to **Senior Management** or the People & Culture team through established safe channels. The Company maintains a strict **non-retaliation guarantee**, which is proactively communicated across the entire **workforce** to ensure all team members feel empowered to speak up without fear of reprisal.
2. For complex or sensitive cases, a cross-functional committee conducts impartial investigations, evaluates evidence and ensures timely resolution with appropriate remedies.
3. Periodic human rights due diligence is conducted across operations and value chain, with findings reviewed by Senior Management and the Board-level Sustainability Committee to strengthen governance.
4. A formal POSH Policy is in place, with complaints handled by the Internal Complaints Committee (ICC) in line with the POSH Act, 2013, ensuring confidentiality and fairness.

### Structured Investigation Process

**Grievance Identification:** Assess type, severity, frequency and impact; prioritise critical issues

**Committee Formation:** Constitute investigation teams with internal stakeholders and external experts where required

**Thorough Investigation:** Conduct evidence-based, impartial fact-finding and interviews

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**Decision-Making:** Document conclusions and implement corrective and preventive actions

**Resolution and Remedy:** Include disciplinary action, policy changes, counselling, safety improvements and training

**Documentation and Reporting:** Maintain records, conduct trend analysis and report to Senior Management and the Board

## Himadri SpeakUp Mechanism – Strengthened Internal Channel for Human Rights Concerns

The SpeakUp mechanism provides a safe, confidential channel for employees, contractors, suppliers and stakeholders to report grievances and human rights violations, reinforcing a culture of trust, respect and protection. It aligns with global frameworks such as the Universal Declaration of Human Rights, UN Guiding Principles and ILO conventions.

### Categories of Reportable Concerns

**Unethical Behaviour:** Harassment, discrimination, bullying, intimidation, coercion, exploitation

**Fraud and Misconduct:** Corruption, abuse of power, financial irregularities

**Workplace Safety Risks:** Unsafe conditions, lack of PPE, forced or coerced labour

**Gross Negligence:** Actions endangering physical, mental, or emotional well-being

### Confidentiality and Protection

Strict anonymity and confidentiality are maintained, protecting whistleblowers and fostering psychological safety and trust across the organisation.

### SpeakUp Workflow

**Grievance Identification:** Categorisation and prioritisation of issues

**Committee Formation:** Dedicated committees with relevant expertise, including external specialists if required

**Thorough Investigation:** Evidence collection, interviews and impartial review

**Decision-Making:** Documented, evidence-based outcomes with transparent communication

**Resolution and Remedy:** Proportionate actions including disciplinary measures, policy updates, support, safety improvements and training

**Documentation and Reporting:** Comprehensive records, trend analysis and periodic reporting to Senior Management and the Board

## 6. Number of Complaints made by employees and workers:

	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	NA	Nil	Nil	NA
Discrimination at workplace	Nil	Nil	NA	Nil	Nil	NA
Child Labour	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

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Safeguarding the dignity, fundamental rights and well-being of every team member is a core, non-negotiable priority for Himadri. The Company has implemented comprehensive, proactive measures and best practices to create a safe, inclusive and equitable workplace, aligned with national regulations and international human rights standards. A sustained record of nil complaints across all categories over multiple years reflects both the effectiveness of these measures and the high level of employee trust.

**1. Prevention of Sexual Harassment (POSH)**

Himadri follows a zero-tolerance approach to sexual harassment. A dedicated POSH Committee operates in compliance with the Sexual Harassment of Women at Workplace Act, 2013. Mandatory annual training, regular awareness sessions and accessible reporting mechanisms ensure employees understand their rights and grievance processes. The Committee meets regularly to review effectiveness and drive continuous improvement.

**2. Anti-Discrimination and Equal Opportunity**

The Company strictly prohibits discrimination based on gender, caste, religion, disability, ethnicity, age, sexual orientation, or any protected characteristic. Equal opportunity is embedded across recruitment, training, performance management, promotions and wage determination. Regular sensitisation

programmes promote inclusion, address bias and foster a respectful workplace culture.

**3. Abolition of Child Labour and Forced Labour**

Himadri maintains zero tolerance for child and forced labour, aligned with ILO conventions and Indian labour laws. All employment processes, including those of contractors and third parties, are rigorously verified to ensure legal age compliance and voluntary employment. Independent periodic audits validate adherence across the supply chain.

**4. Fair Wages and Safe Working Conditions**

The Company ensures timely payment of fair wages in compliance with statutory requirements. Employees are provided with adequate facilities, appropriate rest periods and robust occupational safety measures. No worker is required to operate in unsafe or non-compliant conditions.

**5. Grievance Redressal and Employee Voice**

Himadri has robust, multi-channel grievance mechanisms—including the Whistle Blower Policy, SpeakUp helpline and email and dedicated committees—enabling team members to report concerns without fear of retaliation. Issues related to ethics, safety, discrimination, harassment, wages, or human rights are addressed with urgency, sensitivity, transparency and tracked through to resolution.

**7. Complaints filed under the sexual harassment of women at workplace (Prevention, Prohibition and Redressal) Act, 2013:**

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total complaints reported under sexual harassment of women at workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees/workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

Himadri actively fosters a workplace where diversity is celebrated and inclusivity is embedded in everyday operations. Team members at all levels are encouraged to engage in open dialogue that promotes empathy, mutual understanding and respect across backgrounds, identities and experiences—creating an environment free from discrimination, harassment and exclusion, where individuals can perform at their best.

Aligned with its human rights and ethical commitments, Himadri has implemented a comprehensive POSH Policy with a strict zero-tolerance approach to sexual harassment, fully compliant with national laws. The policy is reviewed at least annually to remain aligned with legal developments and best practices. An Internal Complaints Committee (ICC) operates with full confidentiality and impartiality, ensuring fair and respectful handling of all complaints.

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Beyond grievance redressal, the ICC conducts regular awareness sessions, mandatory training and sensitisation programmes to educate team members on identifying, preventing, supporting and reporting harassment. It also undertakes an annual review of POSH compliance and preparedness, with findings reported to the Audit Committee and the Board.

This proactive approach reflects Himadri's broader commitment to employee well-being, social equity and responsible business practices, recognising that a harassment-free workplace is essential for productivity, retention and long-term organisational sustainability.

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

The effectiveness of any grievance mechanism depends on employee confidence in protection from adverse consequences. Himadri has established robust, multi-layered safeguards to ensure this at every stage. Its Grievance Redressal Policy mandates strict confidentiality for all investigation team members and any individuals involved in enquiries, requiring all information, documents and discussions to be treated as private across all grievance channels.

All concerns raised in good faith can be reported without fear of reprisal, including intimidation, coercion, dismissal, demotion, negative evaluations, or any form of victimisation. This protection applies regardless of whether the concern is ultimately substantiated, provided it is raised honestly and not maliciously. Substantiated violations are addressed in line with natural justice, confidentiality, sensitivity, non-retaliation and fairness, with proportionate remedies.

These protections are actively reinforced through regular communication and targeted training. Managers and supervisors undergo mandatory annual training on safeguarding complainants and the consequences of retaliation. The internal audit function periodically reviews cases to ensure confidentiality and non-retaliation are upheld, with any lapses treated as serious disciplinary matters and escalated promptly.

Beyond formal mechanisms, Himadri fosters a culture of psychological safety, encouraging team members to raise concerns early. Managers are trained to respond

with empathy, treat all concerns seriously regardless of seniority and avoid any behaviour perceived as dismissive or retaliatory—ensuring both formal and informal channels remain safe, trusted and effective.

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

Yes. Himadri systematically integrates human rights requirements into all business agreements, primarily through its mandatory Supplier Code of Conduct, applicable to all suppliers, contractors and service providers. The Code contractually binds partners to uphold internationally recognised human rights standards and strictly prohibits forced, child, or compulsory labour across all operations, with full and verifiable compliance required.

The Code aligns with global frameworks including the United Nations Declaration on Human Rights (UDHR), ILO Declaration on Fundamental Principles and Rights at Work, IFC Performance Standards on Environmental and Social Sustainability and the UN Guiding Principles on Business and Human Rights (UNGPs), forming the basis for supplier evaluation.

Under its Sustainable Supply Chain Framework, Himadri conducts regular supplier audits and due diligence, assessing vendors on sustainability criteria, including human and labour rights. Suppliers must complete detailed self-assessment surveys covering ESG, quality, delivery and pricing. Non-compliance—such as underpayment, denial of rights, or unsafe conditions—triggers labour improvement plans, with termination of business relationships if remediation fails.

Compliance with the Code is treated as an ongoing requirement, monitored through continuous engagement, structured assessments and regular supplier meetings to review performance, define corrective actions and track progress—ensuring accountability and continuous improvement.

Internal procurement teams receive targeted training to identify and assess human rights risks, integrate these considerations into sourcing and contract decisions and support suppliers in meeting standards, ensuring human rights are embedded in commercial decision-making across the supply chain.

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## 10. Assessments for the year:

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

Himadri operates a rigorous, systematic and proactive human rights due diligence framework that reflects its commitment to ethical practices across operations and the value chain. This is a dynamic, continuously evolving system of assessment, monitoring, improvement and learning, responsive to emerging risks, regulatory changes and best practices.

The process begins with comprehensive risk assessment of operations and key value chain partners, followed by detailed internal self-assessments and independent external verification by accredited bodies. In the latest period, this was conducted by TÜV SÜD South Asia Pvt. Ltd., enhancing credibility and assurance. The framework includes risk mapping, stakeholder engagement (especially vulnerable groups), supplier evaluations and reviews of labour, safety and community practices, aligned with UNGPs and ILO conventions.

Continuous monitoring across all sites ensures ongoing alignment with human rights commitments. Issues identified through audits, assessments, grievances, or observations are addressed promptly through structured mitigation strategies, with active engagement of business partners to ensure compliance and progress.

Strong accountability mechanisms operate across all levels—from frontline to Board—ensuring timely action on any deviations and embedding transparency and shared responsibility. Assessment outcomes are documented, reviewed by governance bodies and used to update policies, procedures and training. Where gaps



Let Us  
**Not Deprive A Child Of His/Her  
 Right To Childhood**



In an ideal world, children should be given the opportunity to have a childhood & develop their abilities in a positive environment

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are identified, time-bound improvement plans with clear ownership are implemented and monitored by the ESG Council, with progress reported to the Board to drive continuous improvement.

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

No significant risks or concerns were identified across Himadri's operations during the reporting period based on assessments under Question 10. This reflects the effectiveness of its due diligence processes, robust policy framework, mandatory training and strong monitoring and multi-level audit systems, which together ensure

consistently high human rights standards. This outcome is the result of sustained investment in prevention, awareness and accountability and the deep integration of human rights values across the organisation.

Himadri remains vigilant and committed to taking prompt, proportionate corrective action if risks emerge in future assessments. The absence of findings is viewed not as a reason to reduce efforts, but as validation of its approach and a driver to further strengthen standards. Going forward, the Company will continue investing in human rights capabilities, expanding assessment coverage across value chain partners and stakeholders and deepening integration of human rights into core business processes and decision-making.

## Leadership Indicators

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

At Himadri, no existing business processes required modification, nor were new processes introduced, as a result of human rights grievances during the reporting period. This reflects the effectiveness of long-established preventive and detective controls and the low incidence of grievances requiring systemic action, with a nil complaint record underscoring the strength of the Company's human rights framework.

The Company adopts a proactive approach to process improvement, systematically reviewing human rights-related policies, procedures and practices through regular due diligence and governance cycles. This enables early identification and resolution of potential gaps before harm occurs. Where improvements are identified, they are designed, approved, implemented, communicated and monitored for effectiveness.

Himadri remains committed to continuously enhancing its processes whenever insights from grievance handling, due diligence, external assessments, or regulatory changes indicate the need. This commitment is embedded in its values and driven by leadership,

ensuring ongoing improvement in human rights performance despite an already strong track record.

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

All operational sites and corporate offices were covered under a human rights due diligence programme conducted by external third party TÜV SÜD South Asia Pvt. Ltd. The process involved active consultation with key stakeholder groups, including permanent and contract employees across all sites and functions; workers' committees; community members and residents near major operations; and first-tier suppliers, raw material vendors and contractors linked to core activities.

The due diligence assessed key impact areas, including employment practices—covering wage adequacy and fairness, working hours, rest, leave and job security for permanent and contractual workers; community impact—covering CSR effectiveness, environmental externalities and local economic impact; supply chain partners—focusing on compliance with the Supplier Code of Conduct and labour standards; and vulnerable groups—such as women, minorities, persons with disabilities, migrant workers and gender-diverse individuals.

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## Human Rights Topics and Thematic Areas Covered

Thematic Area	Human Rights Issues Evaluated
Labour Rights	Forced labour, child labour, equitable wages, overtime practices, equal opportunity in employment
Non-Discrimination	Gender, minority groups, persons with disabilities, indigenous rights, sexual orientation
Health and Safety	Workplace safety standards, PPE provision, on-site medical support, risk assessments
Freedom of Association	Workers' committees, collective bargaining arrangements and practices
Community Engagement	CSR impact assessment, community relocation, local employment and economic disruption
Grievance Mechanisms	Accessibility of reporting channels, awareness, non-retaliation assurance
Working Conditions	Working hours, paid holidays, maternity leave, remote work policies
Supplier Audits	Human rights compliance in procurement, training rollout and audit findings

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

Yes. Himadri's facilities and offices are accessible to differently abled visitors in compliance with the Rights of Persons with Disabilities Act, 2016. The Company is continuously improving infrastructure across sites to eliminate remaining barriers and ensure safe, comfortable and dignified access for all.

Recognising both the importance and complexity of inclusion in a chemicals manufacturing environment, Himadri has conducted a systematic mapping of job roles across functions to identify positions suitable for differently abled individuals, considering physical demands, hazards and safety requirements. Appointments are aligned with this mapping to match role requirements with individual capabilities.

Beyond physical access, Himadri fosters an inclusive culture where differently abled individuals are treated with dignity, have equal access to development and career opportunities and receive necessary accommodations to perform effectively. The Company views inclusion not only as a legal and social responsibility but also as an opportunity to enhance diversity and organisational effectiveness.

Accessibility improvements are an ongoing, fully resourced commitment. Regular audits identify gaps,

followed by structured improvement plans with defined timelines and accountability, monitored by senior management. All new construction and renovations incorporate accessibility as a core design requirement from the outset.

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

Assessment Area	% of Value Chain Partners Assessed (by Value of Business Done)
Sexual Harassment	100% (75% of Group's Spent & Sales)
Discrimination at Workplace	
Child Labour	
Forced / Involuntary Labour	
Wages	
Others – Anti-Bribery	

Himadri recognises that its human rights responsibility extends across its value chain, as the practices of suppliers, distributors, contractors and service providers directly impact workers and communities. Accordingly, the Company has implemented a comprehensive, structured approach to evaluate, monitor and improve human rights performance across all partners.

Value chain partners are systematically assessed for alignment with Himadri's ESG goals, sustainability principles and human rights standards through an ongoing process of evaluation, engagement, capacity

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building and improvement—beyond initial onboarding. The scope has recently been expanded to include downstream partners, ensuring comprehensive coverage across the supply chain.

Regular training programmes are provided to partners on human rights and sustainability, enhancing awareness of legal and ethical responsibilities while building internal capability. Recognising constraints faced by smaller partners, Himadri offers targeted support to strengthen their systems and practices.

The Sustainable Supply Chain Framework governs this approach, using defined KPIs to assess environmental impact, human rights practices, ethical conduct and alignment with global sustainability goals. This enables early risk identification, recognition of best practices and targeted improvement support.

The Supplier Code of Conduct forms the contractual and ethical foundation, requiring mandatory self-declaration and detailed self-assessment covering ESG, quality, delivery and pricing. Non-compliance—such as underpayment, denial of rights, or unsafe conditions—triggers structured labour improvement plans with defined corrective actions, implementation and independent verification to strengthen working conditions and uphold human rights across the supply chain.

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

No significant risks or concerns were identified in value chain partners' human rights practices and working conditions during the reporting period. Ongoing monitoring, along with the Supplier Code of Conduct and Sustainable Supply Chain Framework, provides a robust and continuously improving foundation for ensuring compliance.

Himadri remains committed to taking prompt, proportionate corrective action for any future risks and to working collaboratively with partners to build their capacity to meet required standards. Relationships are treated as long-term partnerships, with a preference for constructive engagement, root cause analysis and agreed improvement plans, escalating only where partners fail to implement necessary changes.

The Company recognises that its purchasing practices and business relationships influence partner behaviour and takes this responsibility seriously. By embedding human rights requirements in contracts, providing training and capacity-building, conducting regular assessments and audits and engaging partners in continuous improvement, Himadri promotes responsible practices across its value chain and contributes to the UN Sustainable Development Goals.

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## Section C

### Principle 6

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

Principle 6 of the BRSR framework focuses on protecting and restoring the environment through responsible resource use, prevention of pollution and compliance with applicable environmental laws. For Himadri, this translates into disciplined management of energy, water, emissions and waste, supported by ISO-based management systems, technology upgrades and continuous monitoring across locations. During the year, focused efficiency and process interventions helped improve key environmental intensities, including a reduction in energy intensity by **19.31%**, emission intensity by **38.18%** and water intensity by **27.41%** from the

respective base years, reinforcing our commitment to long-term sustainability and stakeholder value creation.

Himadri remains committed to meeting and, where possible, exceeding regulatory requirements for environmental protection. We maintain robust systems for monitoring performance, assuring compliance and driving continual improvement through targeted projects in energy efficiency, water stewardship, emissions control and circular resource use. These efforts are designed to reduce environmental impact across operations while supporting business resilience and contributing to a more sustainable future.

#### SDGs Impacted



### Essential Indicators

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

Energy consumption remains a critical parameter reflecting the overall efficiency of Himadri's day-to-day operations and its associated environmental impact. The energy matrix plays an essential role in evaluating sustainability performance, as it directly influences emission levels and resource utilization. Transparent disclosure of energy consumption demonstrates Himadri's commitment towards environmental responsibility and strengthens stakeholder confidence by aligning operational practices with long-term sustainability objectives.

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
<b>From renewable sources (G)</b>			
Total electricity consumption (A)	GJ	Nil	Nil
Total fuel consumption (B)	GJ	Nil	Nil
Energy consumption through other sources (C)	GJ	Nil	Nil
<b>Total energy consumed from renewable sources (A+B+C)</b>	GJ	Nil	Nil

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Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
<b>From non-renewable sources (Gj)</b>			
Total electricity consumption (D)	GJ	3,57,048.65	3,64,597.60
Total fuel consumption (E)	GJ	76,131.48	65,465.22
Energy consumption through other sources (F)	GJ	Nil	Nil
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	GJ	<b>4,33,180.13</b>	<b>4,30,062.82</b>
<b>Total energy consumed(A+B+C+D+E+F)</b>	GJ	<b>4,33,180.13</b>	<b>4,30,062.82</b>
Energy intensity per rupee of turnover (Total energy consumption/ revenue from operation) (approx.)	GJ/Million ₹	9.83	9.36
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	GJ/Million \$	200.02	193.33
Energy intensity in terms of physical output (Total energy consumed /quantity of goods sold)	GJ/MT	0.747	0.765

Himadri utilises process-generated waste gases for captive power generation, enabling recovery of embedded energy that would otherwise be lost. While this energy is not classified as renewable, it represents a significant circular efficiency initiative that reduces dependence on external fossil fuel-based energy sources and contributes to lower overall emission intensity.

Himadri's energy management approach is driven by its commitment to improving efficiency and reducing environmental impact, guided by its energy management and GHG emission policy. The Company's total energy consumption increased marginally ~0.74% rise year-on-year. This increase is primarily attributable to current project expansion activities happening at MTK Plant.

ISO 50001:2018 energy management systems are implemented across all plant locations, supported by a dedicated BU-level Energy Optimization Task Force that identifies improvement areas and drives targeted initiatives. Through operational discipline and technology interventions, Himadri ensures sustained energy efficiency while maintaining operational reliability. Energy management is embedded across functions with continuous monitoring, review and accountability, aligned with its Net-zero vision and broader climate commitments.

The Company utilises process-generated waste gas in its captive power plant to meet internal energy needs, reducing dependence on external sources. Energy performance is regularly reviewed through audits and internal assessments.

Several initiatives have been undertaken to enhance efficiency and optimise energy use. Utility optimisation included rationalisation of the borewell pumping system by replacing a higher-capacity pump with an appropriately sized system, reducing electricity consumption while maintaining efficiency. Process integration and heat recovery improvements included installation of a spiral heat exchanger in the by-product distillation unit, reducing fuel oil consumption and steam requirements. Deployment of an advanced mill machine in the Treated Black Division improved operational efficiency and reduced specific power consumption.

Further optimisation was achieved through flexible operation of Boilers #1 and #2, improving CO gas utilisation and reducing gas consumption in power generation. Ongoing benefits from earlier initiatives, such as fuel oil system modification and insulation of cold-air lines, have reduced thermal losses and enhanced process efficiency.

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These efforts demonstrate Himadri's continued focus on reducing energy intensity, minimising environmental impact and progressing towards sustainable, energy-efficient operations.

### Other Initiative related to energy consumption reduction:

- Deployment of advanced mill machine in Treated Black Division, resulting in reduction in specific power consumption and improved process efficiency.
- Continued benefit from fuel oil system modification, improving combustion efficiency and reducing energy losses in process operations.
- Implementation of cold-air line insulation in Reactors F, reducing temperature drop and improving overall thermal efficiency.
- Reduction in Auxiliary Power Consumption through AC Upgradation

Upgradation of air conditioning systems to higher energy-rated units in the Treated Black Division resulted in annual energy savings of approximately 6,480 kWh, contributing to reduced auxiliary power consumption and lower indirect emissions.

**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, Himadri has carried out an independent assurance by TUV SUD South Asia Pvt Ltd.

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.**

Yes, Himadri is a net exporter of electricity. As the current industry sector is not notified under the Government of India's PAT scheme, Himadri is not presently eligible to participate. However, Himadri remains optimistic about potential inclusion of the sector under the PAT scheme in the future.

### Flagship Decarbonisation Initiative: Circular Energy from Process Waste Gases

Himadri has established a robust circular energy model by harnessing process-generated waste gases for captive power generation—transforming an inherent by-product of operations into a strategic energy resource. This initiative reflects the Company's approach of embedding decarbonisation directly into core manufacturing processes rather than relying solely on external energy transitions.

Through this system, waste gases generated during production are effectively recovered and utilised as fuel in captive power plants, displacing conventional fossil fuel consumption. This not only enhances overall energy efficiency but also significantly reduces the carbon intensity of operations by avoiding emissions that would otherwise arise from additional fuel use.

From an operational standpoint, this initiative delivers multiple advantages. It improves energy self-sufficiency, reduces exposure to external energy price volatility and ensures more stable and reliable power availability across manufacturing units. At the same time, it minimises energy losses within the system, reinforcing Himadri's commitment to resource efficiency and circularity.

From a climate perspective, the utilisation of waste gas for power generation represents a high-impact decarbonisation lever. While not classified as renewable energy, it is a critical enabler of emissions reduction by lowering dependence on primary fossil fuels and optimising the carbon footprint of existing processes. This approach aligns with global best practices in hard-to-abate sectors, where efficiency-led interventions play a vital role in transitioning toward low-carbon operations.

The initiative also complements Himadri's broader sustainability roadmap, which includes energy efficiency improvements, renewable energy adoption and Scope 3 decarbonisation efforts across the value chain. By integrating circular energy solutions with forward-looking climate strategies, the Company continues to strengthen its pathway toward its long-term Net Zero ambition.

Himadri's waste gas-to-energy system stands as a flagship example of how industrial innovation, when aligned with sustainability objectives, can simultaneously deliver environmental benefits, operational resilience and long-term value creation for stakeholders.

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## 3. Details of the following disclosures related to water:

Himadri prioritises responsible water stewardship through advanced technologies and operational improvements to reduce freshwater withdrawal, enhance recovery and improve efficiency. Water risk assessments using the World Resources Institute Aqueduct platform evaluate risks such as water stress, flooding and quality challenges across locations, enabling identification of site-specific priorities and strengthening long-term water resilience.

Parameter	Unit	FY 2025-26 (Current Financial year)	FY 2024-25 (Previous Financial Year)
<b>Water withdrawal by source (in kiloliters)</b>			
(i) Surface Water	KL	839.00	313.00
(ii) Ground Water	KL	10,52,976.67	10,46,506.12
(iii) Third party water	KL	2,830.54	28.00
(iv) Seawater/ desalinated water	KL	0.00	0.00
(v) Others	KL	2,063.88	0.00
<b>Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)</b>	KL	10,58,710.09	10,46,847.12
<b>Total volume of water consumption (in kilolitres)</b>	KL	10,58,710.09	10,46,847.12
<b>Water intensity per rupee of turnover</b> (Water consumed/revenue from operations)	KL/ Million ₹	24.03	22.78
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumed / Revenue from operations adjusted for PPP)	KL/ Million USD	488.85	470.60
<b>Water intensity in terms of physical output</b> (Total water consumption/quantity of goods Sold)	KL/MT	1.83	1.86

Aligned with its Water Efficiency and Preservation Policy, Himadri implements initiatives focused on recycling, process optimisation and resource recovery, while strengthening its Zero Liquid Discharge (ZLD) approach to maximise reuse of treated wastewater within operations.

Several operational improvements have enhanced water efficiency. Installation of a venturi in the quench section of Line-1 in the carbon black process improved gas-water mixing, enabling faster, uniform cooling, reducing excess quench water use, improving process stability and delivering ~0.2% yield improvement. In the Water Recovery Plant (WRP), optimisation of the Reverse Osmosis (RO-1) system through Cleaning-in-Place (CIP) improved membrane efficiency and permeate quality, conserving ~100 KL of water per month previously used in cleaning.

In the Coal Tar Distillation (CTD) division, strengthening the steam condensate recovery network through Steam Operated Pump Traps (SOPT) improved reuse, increasing condensate recovery by ~7,741 m<sup>3</sup> annually

and reducing groundwater extraction by ~7,487 m<sup>3</sup>. Cooling tower blowdown optimisation in the Captive Power Plant (CPP), enabled by real-time TDS monitoring, reduced water discharge, chemical use and improved system efficiency.

Further conservation was achieved by introducing chemical cleaning for heat exchangers in the CTD division, reducing water use per cycle from 720 KL to ~15 KL—a saving of 705 KL per cycle—while maintaining effectiveness and reliability.

Through these initiatives, Himadri continues to enhance water conservation, improve internal recovery and reduce dependence on freshwater, reinforcing its commitment to sustainable water management and responsible operations.

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

Yes, Himadri has carried out an independent assurance by TUV SUD South Asia Pvt Ltd.

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### 4. Provide the following details related to water discharge

Parameter	Unit	FY 2025-26 (Current Financial year)	FY 2024-25 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>			
i) To Surface Water			
- No treatment	KL	Nil	Nil
- With treatment- please specify level of treatment	KL	Nil	Nil
(ii) To Groundwater			
- No treatment	KL	Nil	Nil
- With treatment- please specify level of treatment	KL	Nil	Nil
(iii) To Seawater			
- No treatment	KL	Nil	Nil
- With treatment- please specify level of treatment	KL	Nil	Nil
(iv) Sent to third-parties			
- No treatment	KL	Nil	Nil
- With treatment- please specify level of treatment	KL	Nil	Nil
(v) Other			
- No treatment	KL	Nil	Nil
- With treatment- please specify level of treatment	KL	Nil	Nil
<b>Total Water Discharged</b>	KL	Nil	Nil

Himadri has implemented Zero Liquid Discharge (ZLD) across all its facilities, ensuring that no untreated or contaminated water is released into the environment. This approach eliminates the risk of pollution of nearby water bodies and reinforces Himadri's commitment to sustainable water management. Himadri has an overall treatment capacity of **1,250 KL (ETP along with two Water Recovery Plants - WRPs)**, enabling efficient treatment and recovery of wastewater.

Aligned with its Water Efficiency and Preservation Policy, Himadri continues to strengthen its focus on water conservation through a dedicated ZLD Task Force at the Business Unit level. Continuous efforts are undertaken to maximize reuse of treated water within operations through advanced treatment technologies and monitoring systems. These measures collectively contribute to reduced freshwater withdrawal, improved resource efficiency and protection of the surrounding ecosystem, demonstrating Himadri's commitment to responsible and sustainable operations.

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

Yes, Himadri has carried out an independent assurance by TUV SUD South Asia Pvt Ltd.

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

Yes, Himadri has implemented a comprehensive Zero Liquid Discharge (ZLD) mechanism across its manufacturing operations, ensuring all wastewater is treated, recovered and reused within the system, with no discharge into the external environment. This approach is central to its water management strategy, reducing freshwater dependency and protecting surrounding ecosystems.

The Company has established advanced infrastructure comprising an Effluent Treatment Plant (ETP) integrated with two Water Recovery Plants (WRPs), with a total treatment capacity of 1,250 KL per day. The WRP serves as the final recovery stage, maximising water reuse through multiple treatment and purification processes.

Treated wastewater from sources such as ETP outlets, DM plant backwash, RO reject and cooling tower blowdown is collected in a feed tank and sent to a clarification unit, where dosing of coagulants, polyelectrolyte, caustic, SMBS and oxidising agents removes impurities. The clarified water then undergoes Mixed Gravel Filtration (MGF), Ultrafiltration (UF) and a two-stage Reverse Osmosis (RO) process, supported by carbon filtration, chemical dosing and de-gasification to enhance efficiency and stabilise quality.

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The treated permeate is reused for cooling tower make-up, process needs and RO feed, while reject streams are utilised in controlled applications such as quenching and utilities, ensuring zero discharge beyond system boundaries.

This integrated ZLD system, supported by advanced technologies and continuous monitoring, reduces freshwater withdrawal, improves water efficiency, ensures regulatory compliance and reinforces Himadri's commitment to sustainable and responsible water management.

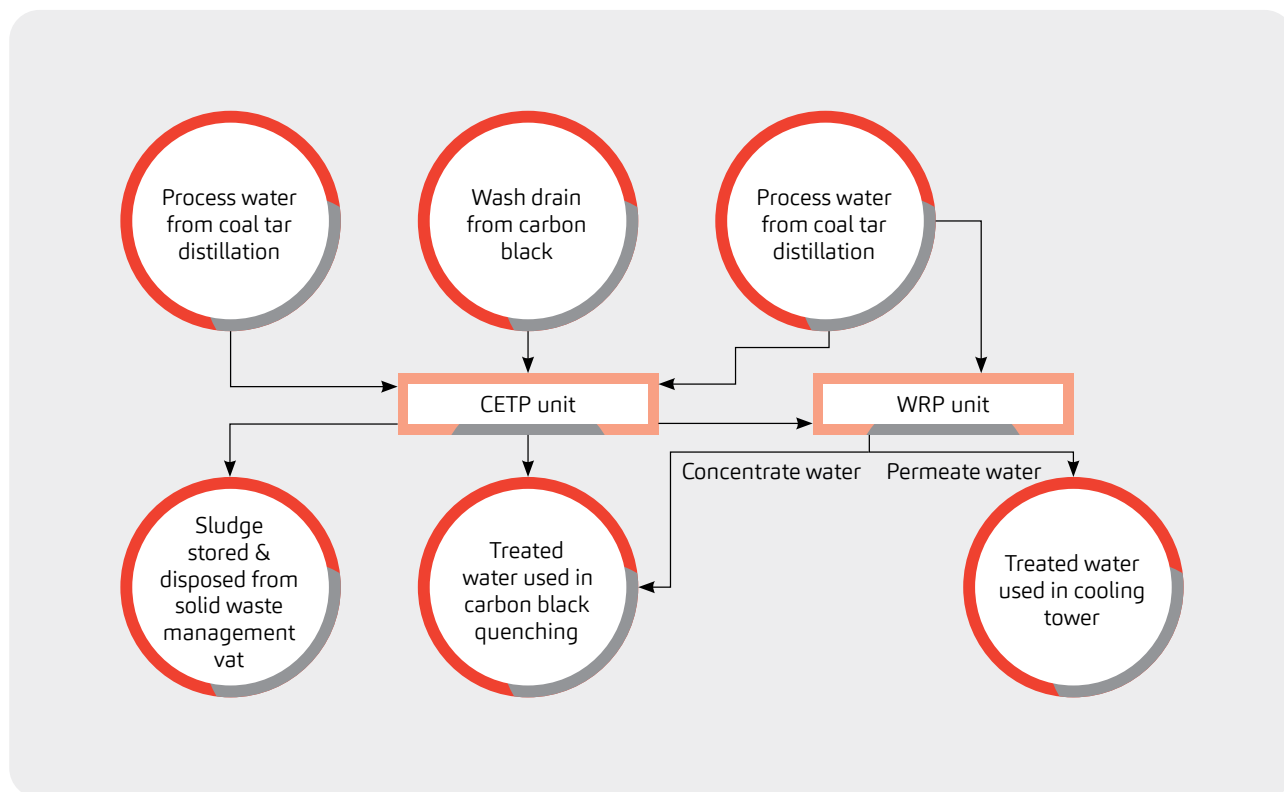


Fig: ZLD process

Treated water:

Treated water	Unit	Quantity
Primary treated water (Via ETP)	KL	1,82,571
Secondary treated water (Via WRP)	KL	4,39,999

\*including RO reject, DM plant reject and Cooling tower blow down reject water

## 6. Details of air emissions (other than GHG emissions) by the entity:

Parameter	Please specify unit	FY 2025-26 (Current Financial year)	FY 2024-25 (Previous Financial Year)
NOx	MT	19.91	18.02
SOx	MT	65.30	91.80
Particulate matter (PM)	MT	63.03	94.75
Persistent organic pollutants (POP)	MT	Nil	Nil
Volatile organic compounds (VOC)	MT	Nil	Nil
Hazardous air pollutants (HAP)	MT	Nil	Nil
<b>Others- please specify</b>	MT	Nil	Nil

Note: From this Financial year the air emission data reported in MT

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Himadri has implemented a comprehensive suite of air pollution control systems across operations to minimise emissions and ensure regulatory compliance, integrating these systems within processes to control particulate matter, gaseous emissions and volatile compounds.

Key equipment includes condensers, stacks, wet gas scrubbers, chemical strippers and NOx abatement systems for gaseous emissions, along with bag filters and cyclone separators for particulate control. Advanced technologies such as flue gas desulphurisation units manage sulphur emissions, activated carbon systems remove organic pollutants and VOCs and pulsed radio wave systems further reduce PM2.5 and PM10 levels. These measures are supported by continuous monitoring and maintenance to ensure effective emission control and improved air quality.

Despite an increase in absolute emissions, Himadri maintains strict control over emission intensity through monitoring and process optimisation, with particulate emissions reducing year-on-year. Systems such as PURE SKIES 2.0 have improved ambient air quality.

The Company's Air Quality & Emission Control Policy guides this approach, with corrective actions underway

for NOx and SOx through feedstock management, process optimisation, enhanced controls.

During the year, several targeted initiatives were implemented:

**VOC abatement:** Upgradation of the condensation system in the Naphthalene Distillation Unit with an additional condenser improved vapour handling, reducing VOC emissions and enhancing compliance.

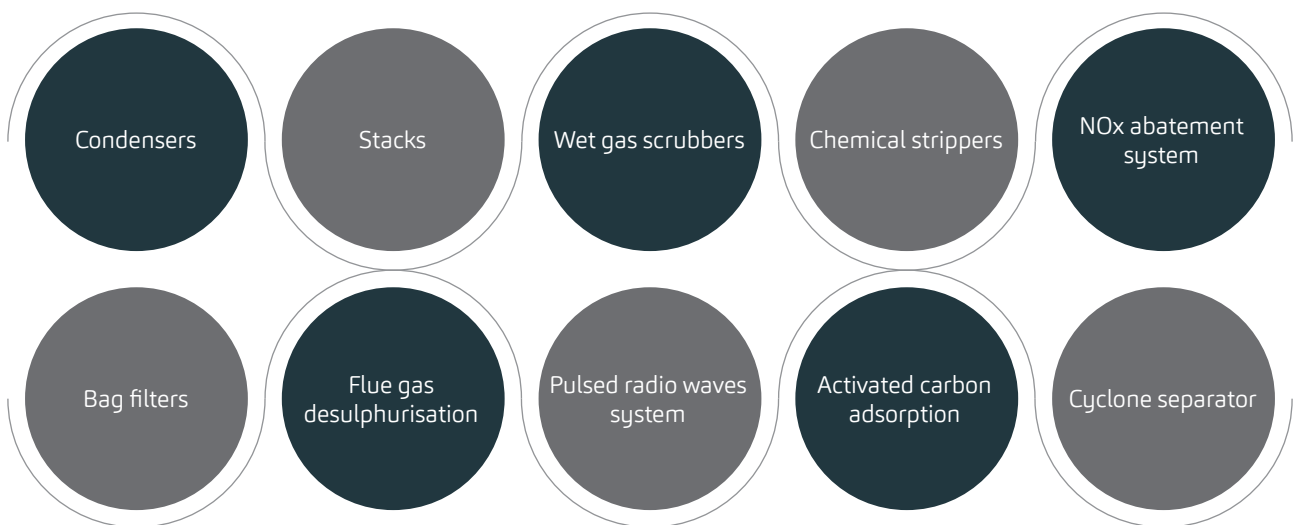
**Fugitive dust reduction (granulated pitch):** Introduction of a spiral chute in material transfer reduced dust generation, improving air quality and housekeeping.

**Noise mitigation:** Installation of a steam vent silencer reduced noise from high-pressure steam discharge, addressing noise as an air pollutant and improving workplace conditions.

**Dust control (SNF-PCE Division):** An online air purging system in the spray dryer bag filter enabled continuous de-choking, reducing fugitive emissions and operator exposure.

These measures reflect Himadri's proactive approach to emission management, ensuring compliance while continuously improving environmental performance alongside operational growth

## Air Pollution Control Equipment



**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.

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Yes, Himadri conducts regular monitoring and assessment of key air emission parameters to ensure adherence to environmental regulations and protection of public health. Independent third-party agencies are engaged to carry out these evaluations, ensuring transparency and reliability in the monitoring process. Quarterly audits are undertaken to review emissions such as NOx, SOx and Particulate Matter (PM2.5 and PM10), with results submitted to the relevant regulatory authorities. These audits also validate compliance with standards prescribed by bodies such as the Central Pollution Control Board (CPCB). Continuous evaluation and monitoring enable effective emission management and support Himadri's commitment to responsible environmental practices.

Himadri has carried out an independent assurance by TUV SUD South Asia Pvt Ltd.

### 7. Details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity:

Greenhouse gas (GHG) emissions are a key indicator of the environmental impact associated with industrial operations. Systematic tracking and disclosure of these emissions provide visibility into emission sources, intensity and mitigation efforts, enabling informed decision-making and supporting climate risk management. This also helps stakeholders evaluate Himadri's progress in addressing climate change and reducing its carbon footprint.

Parameter	Please specify unit	FY 2025-26 (Current Financial year)	FY 2024-25 (Previous Financial Year)
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tCO <sub>2</sub> e	4,22,398.22	4,01,152.63
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tCO <sub>2</sub> e	Nil*	Nil*
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>	tCO <sub>2</sub> e/ Million ₹	9.59	8.73
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations adjusted for PPP)	tCO <sub>2</sub> e/ Million USD	195.04	180.33
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b> (Total Scope 1 and Scope 2 GHG emissions/ quantity of goods sold)	tCO <sub>2</sub> e/MT	0.729	0.713

\*Scope 2 emissions are nil, as Himadri operates as a net exporter of electricity.

#### Accelerating the transition to a Low-Carbon Future

Himadri strengthens its climate strategy through market-based renewable energy instruments and voluntary carbon mechanisms, aligned with the Greenhouse Gas Protocol and the Science Based Targets initiative (SBTi). In FY 2025–26, the Company redeemed 5,300 International Renewable Energy Certificates (I-RECs), equivalent to 5,300 MWh of renewable electricity, supporting Scope 2 decarbonisation pathways. It also retired 20,000 Verified Carbon Units (VCUs) from renewable energy projects; these are disclosed separately as voluntary offsets, in line with SBTi guidance and not counted toward emission reduction targets.

Himadri prioritises direct emission reduction through process optimisation, energy efficiency and increased renewable energy adoption, using I-RECs to support transition efforts. Carbon offsets remain supplementary and do not substitute internal decarbonisation, ensuring

alignment with SBTi principles, transparency and its Net Zero ambition.

Through its "Together Towards Tomorrow" philosophy, Himadri integrates climate considerations into business strategy. During the year, disclosures were aligned with the Task Force on Climate-related Financial Disclosures (TCFD) and the Company participated in the Carbon Disclosure Project (CDP), receiving a 'B' rating in both Climate Change and Water Stewardship. Its Net Zero 2050 target is under validation by SBTi.

A structured emissions management approach is supported by a dedicated GHG reduction task force focused on process efficiency, fuel optimisation and cleaner technologies, with continuous monitoring and internal reviews ensuring compliance. GHG accounting follows internationally recognised methodologies, including the Intergovernmental Panel on Climate Change Guidelines (2006) and the Greenhouse Gas Protocol, with emission factors sourced from databases such as Ecoinvent, Department for Environment Food

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and Rural Affairs and the United States Environmental Protection Agency, strengthening data accuracy.

Aligned with the Paris Agreement, Himadri has set near-term targets of reducing Scope 1 and Scope 2 emission intensity by 25% and Scope 3 emissions by 5%, progressing toward Net Zero by 2050. Operationally, emissions primarily arise from the Carbon Black division, while Coal Tar operations are distillation-based. With in-house power generation meeting demand, the Company maintains zero Scope 2 emissions and continues to reduce Scope 1 emissions through efficiency and process improvements.

**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, Himadri has appointed IRCLASS to undertake reasonable assurance of its reported Scope 1, Scope 2 and Scope 3 greenhouse gas emissions in accordance with ISAE 3410, the international standard for assurance engagements on GHG statements, providing an independent evaluation of the accuracy and completeness of the emissions data. Himadri has carried out an independent assurance by TUV SUD South Asia Pvt Ltd.

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

Yes, Himadri has undertaken multiple initiatives to reduce greenhouse gas (GHG) emissions through energy efficiency, process optimisation and sustainable logistics. A key flagship initiative is the utilisation of process-generated off-gases in its 28 MW captive power plant (CPP), where off-gases from carbon black

manufacturing are used as primary fuel for steam and power generation. This reduces flaring, prevents release of unutilised carbon, substitutes fossil fuels such as furnace oil and coal, lowers Scope 1 emissions, improves thermal efficiency, minimises fuel consumption and reduces carbon intensity per unit of production—supporting low-carbon, resource-efficient operations.

**Key initiatives during the year include:**

**Diesel optimisation in logistics:** Route optimisation, avoidance of congestion and fuel-efficient driving led to savings of ~43,604 litres of diesel, reducing emissions.

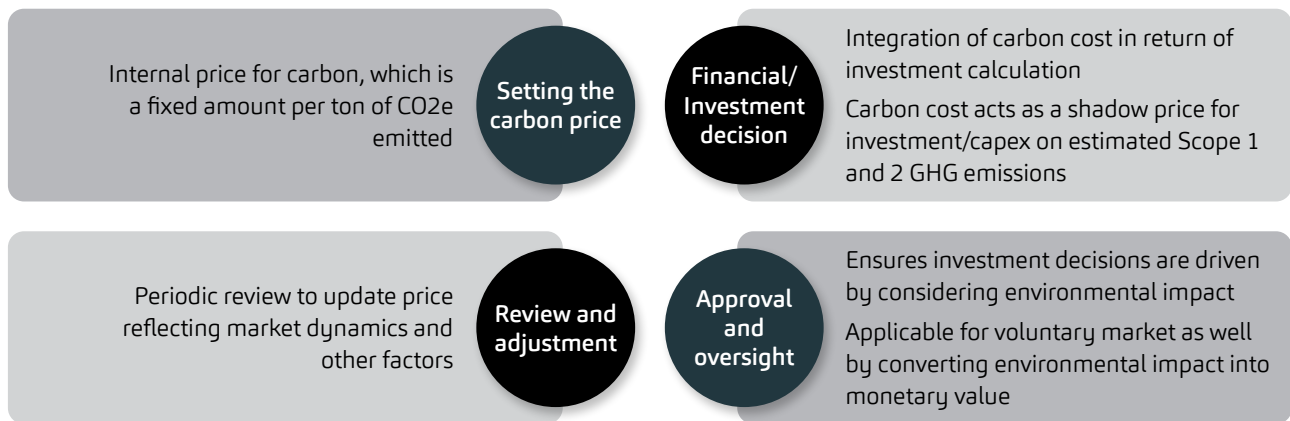
**High-capacity vehicles:** Improved load consolidation reduced travel by ~138,800 km, avoiding ~30.4 tonnes of CO<sub>2</sub>e emissions.

**Bio-diesel pilot:** Introduction of bio-diesel in one heavy vehicle at Nagpur supports lower lifecycle emissions and cleaner fuel adoption.

**LED lighting (Korba Unit):** Replacement of 400 W halogen lamps with LED floodlights reduced load by 4,000 W, saving ~40 units/day (14,400 units annually), lowering electricity use and emissions.

Himadri also integrates climate considerations into investments through an internal carbon pricing (shadow pricing) mechanism for Scope 1 and Scope 2 emissions, assigning a notional carbon cost in capital expenditure decisions to prioritise low-carbon projects.

Aligned with the Paris Agreement, the Company is progressing towards its target of reducing Scope 1 and Scope 2 emission intensity by 25% by 2030. Its Environment Policy and Energy Efficiency Policy provide a structured framework to drive these initiatives, reinforcing its commitment to sustainable, low-carbon operations.



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As part of its GHG mitigation strategy, Himadri integrates afforestation and greenbelt development as nature-based solutions. During FY 2025–26, ~1,000 native saplings were planted in and around operations in collaboration with local communities and authorities.

These plantations act as carbon sinks, sequestering CO<sub>2</sub> over their lifecycle and partially offsetting operational emissions, while also enhancing biodiversity, improving air quality and supporting soil stabilisation. Himadri also conducts stakeholder awareness and sensitisation programmes on climate change, reinforcing its commitment to long-term emission reduction and sustainable environmental stewardship.

### 9. Details related to waste management by the entity:

Parameter	Unit	FY 2025-26 (Current Financial year)	FY 2024-25 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>			
Plastic waste (A)	MT	189.07	145.76
E-waste (B)	MT	9.36	1.73
Bio-medical waste (C)	MT	0.023	0.012
Construction and demolition waste (D)	MT	Nil	Nil
Battery waste (E)	MT	8.80	11.30
Radioactive waste (F)	MT	Nil	Nil
Other Hazardous waste- please specify (G) (ETP Sludge, Mixed waste, Cotton waste, Old insulation waste)	MT	2.26	6.03
Other Non-hazardous waste generated (H). Please specify, if any (Break-up by composition i.e., by materials relevant to the sector)	MT	344.33	220.93
Process & metals (I)	MT	1,368.74	1,002.16
<b>Total (A+B + C + D + E + F + G + H+I)</b>	MT	<b>1,922.57</b>	<b>1,387.92</b>
Waste intensity per rupee of turnover (total waste/ Revenue from operation)	MT/Million ₹	0.03	0.03
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (total waste/Revenue from operation adjusted for PPP)	MT/Million USD	0.632	0.624
<b>Waste intensity in terms of physical output per MT of goods sold</b> (Total waste/quantity of goods sold)		<b>0.0024</b>	<b>0.0025</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>			
<b>Category of waste</b>			
(i) Recycled	MT	1,920.29	1381.88
(ii) Re-used	MT	Nil	Nil
(iii) Other recovery operations	MT	Nil	Nil
<b>Total</b>	MT	<b>1,920.29</b>	<b>1381.88</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>			
<b>Category of waste</b>			
(iv) Incineration(Mixed waste, ETP sludge, Oil Soaked and jute, Empty bag, Bio-medical waste)	MT	0.93	2.92
(v) Landfilling (ETP Sludge, Bio-medical waste)	MT	1.34	3.10
(vi) Other disposal operations	MT	Nil	Nil
<b>Total</b>	MT	<b>2.27</b>	<b>6.04</b>

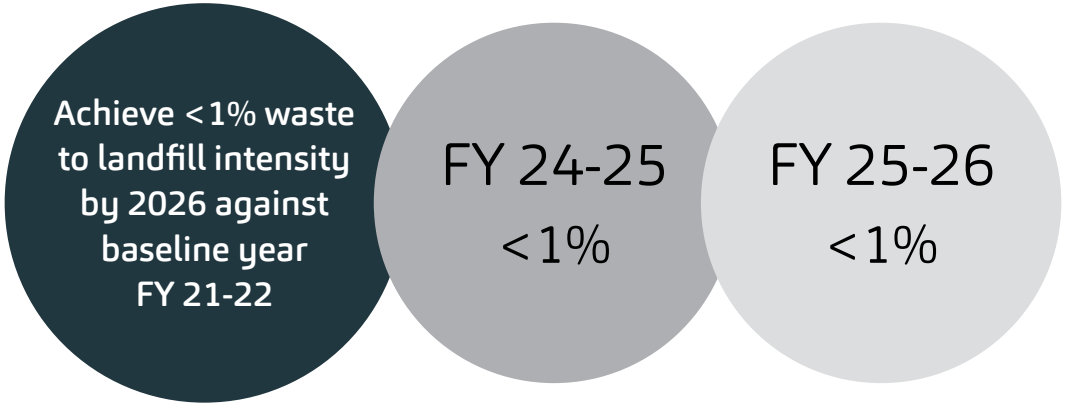
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Himadri's waste management approach goes beyond compliance, focusing on resource efficiency, reduced waste intensity and circular use of materials. Through process improvements and responsible handling, the Company minimises waste generation and channels recoverable materials into recycling and reuse, aligned with its Responsible Consumption Policy and the goal of Zero Waste to Landfill by 2026, in line with the United Nations Sustainable Development Goals (UN SDGs)

Circularity is strengthened through recovery and reuse initiatives. In Coal Tar Pitch production, by-products

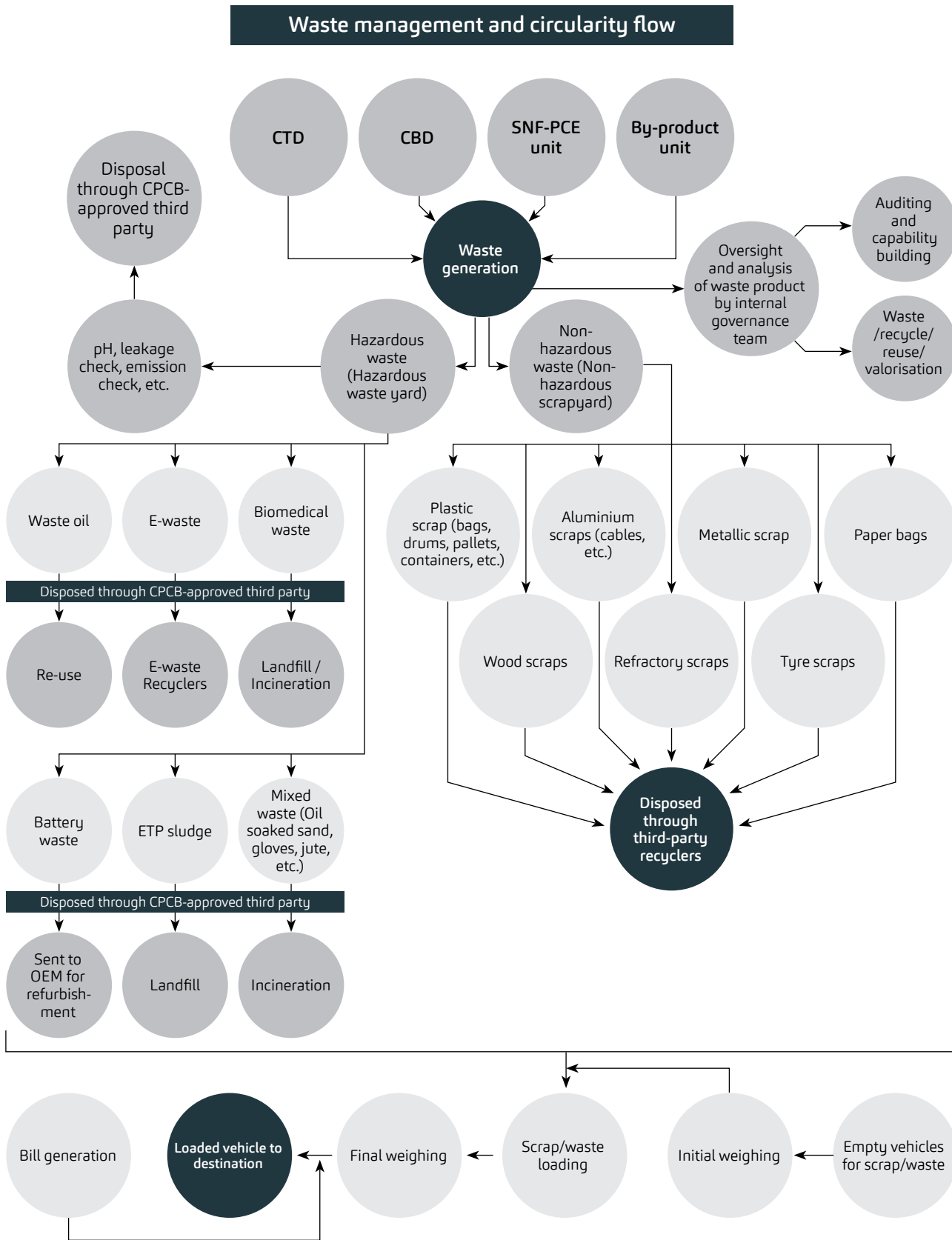
such as Naphthalene and Creosote oils are reintegrated into the value chain, while solvents like Quinoline and Toluene used in testing are recovered and recycled where feasible, reducing chemical waste and preventing hazardous discharge. Waste practices include systematic segregation, storage and disposal of hazardous and non-hazardous waste, including Persistent Organic Pollutants (POPs), in compliance with Bio-Medical, Plastic and E-Waste Management Rules. These efforts are supported by internal monitoring, supplier engagement and cross-functional teams to improve recycling rates and environmental performance.



# Annexure IX

of the Board's Report (Contd.)

A flow diagram of Himadri's waste management framework:



## Annexure IX

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In the chemicals sector, responsible waste handling is critical to environmental integrity and operational continuity. Himadri manages diverse waste streams—process residues, chemical by-products and effluents—through structured systems that mitigate impacts on soil, air and water while ensuring employee and community safety and regulatory compliance.

Beyond compliance, waste reduction is leveraged to improve efficiency and performance. Initiatives such as solvent recovery, recycling of intermediates and closed-loop practices reintegrate waste into operations, reducing disposal volumes, lowering raw material dependency, improving cost efficiency and supporting ESG expectations and long-term competitiveness.

Hazardous waste management follows a governance framework aligned with the Hazardous and Other Wastes (Management & Transboundary Movement) Rules, 2016. Waste is classified per Central Pollution Control Board (CPCB) guidelines, with testing by NABL-accredited laboratories for toxicity, corrosiveness, reactivity and flammability. Traceability is ensured through a colour-coded manifest system, with storage protocols including sealed and labelled containers, segregation of incompatible materials, routine inspections and containment measures. Disposal is carried out only through authorised Treatment, Storage and Disposal Facility (TSDF) operators, with statutory documentation such as Form 3 registers and Form 4 returns maintained to ensure transparency, compliance and audit readiness.

**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, Himadri has carried out an independent assurance by TUV SUD South Asia Pvt Ltd.

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

Effective waste management is a critical priority for a speciality chemicals manufacturer like Himadri, where chemical by-products, hazardous residues and effluents must be carefully handled to prevent environmental and safety risks. Responsible practices ensure compliance with environmental and occupational health regulations, prevent contamination of soil, water and

air, protect employees and nearby communities and mitigate regulatory, operational and reputational risks.

Himadri follows a structured approach based on waste avoidance. Where prevention is not possible, the focus shifts to recycling, reuse, or energy recovery, with disposal through authorised facilities as the last option—reflecting its commitment to resource efficiency, circular economy principles and reduced reliance on virgin resources.

Operationally, the Company emphasises process optimisation, in-plant reprocessing and the 3R principle (Reduce, Reuse, Recycle). By-products are repurposed as inputs in other processes, strengthening internal circularity. Solvents are recovered, intermediates recycled and alternative materials explored to reduce dependence on fossil-based plastics. High-calorific waste streams are also used as substitute fuels, supporting energy recovery and lowering fossil fuel consumption.

Waste streams are segregated into hazardous and non-hazardous categories at site level. Recyclables such as plastics, glass, paper, wood pallets and packaging materials are sent to authorised recyclers, with vendor compliance monitored through periodic reviews.

Hazardous waste is managed under a framework aligned with the Hazardous and Other Wastes (Management & Transboundary Movement) Rules, 2016. Waste is classified as per Central Pollution Control Board (CPCB) schedules and tested by NABL-accredited laboratories for toxicity, reactivity, corrosiveness and ignitability. A colour-coded manifest system ensures traceability from generation to disposal across all stakeholders.

Storage areas follow strict protocols, including sealed and labelled containers, segregation of incompatible materials, routine inspections and containment measures. Disposal is carried out only through authorised Treatment, Storage and Disposal Facility (TSDF) operators, with statutory documentation such as Form 3 registers and Form 4 returns maintained for compliance and audit readiness.

Himadri is also exploring sustainable packaging and alternative materials, with pilot initiatives to reduce conventional plastic and wooden packaging through reusable or recyclable options. These efforts support its long-term goal of zero waste to landfill while strengthening circular resource use and environmental stewardship.

# Annexure IX

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- 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:**

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.
1	NA	NA	NA

Himadri does not operate within or in close proximity to any ecologically sensitive areas. Nevertheless, as part of its environmental management practices, Himadri has developed and maintains a substantial greenbelt around its facilities to help mitigate operational impacts. Approximately **33% of the total plant area** has been developed as greenbelt, as verified through external assessments. The plantation consists primarily of native species, which function as natural buffers by helping reduce noise levels while also supporting ecological balance within the surrounding environment.

In addition to serving as a noise attenuation barrier, the greenbelt contributes to improved ambient air quality, supports local biodiversity and enhances the visual landscape of the facility. As part of ongoing biodiversity enhancement efforts, Himadri is also planning to contribute to various large-scale ecological conservation projects, further strengthening its commitment to conserving and promoting local biodiversity alongside responsible industrial operations.

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

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

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

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

Himadri conducts its operations in line with established legal and ethical standards, ensuring full compliance with applicable regulations. The Company adheres to key Indian environmental laws, including the Environment (Protection) Act, Air (Prevention and Control of Pollution) Act, Water (Prevention and Control of Pollution) Act and Hazardous Waste Management Rules, supported by regular monitoring, internal reviews, statutory reporting and periodic audits.

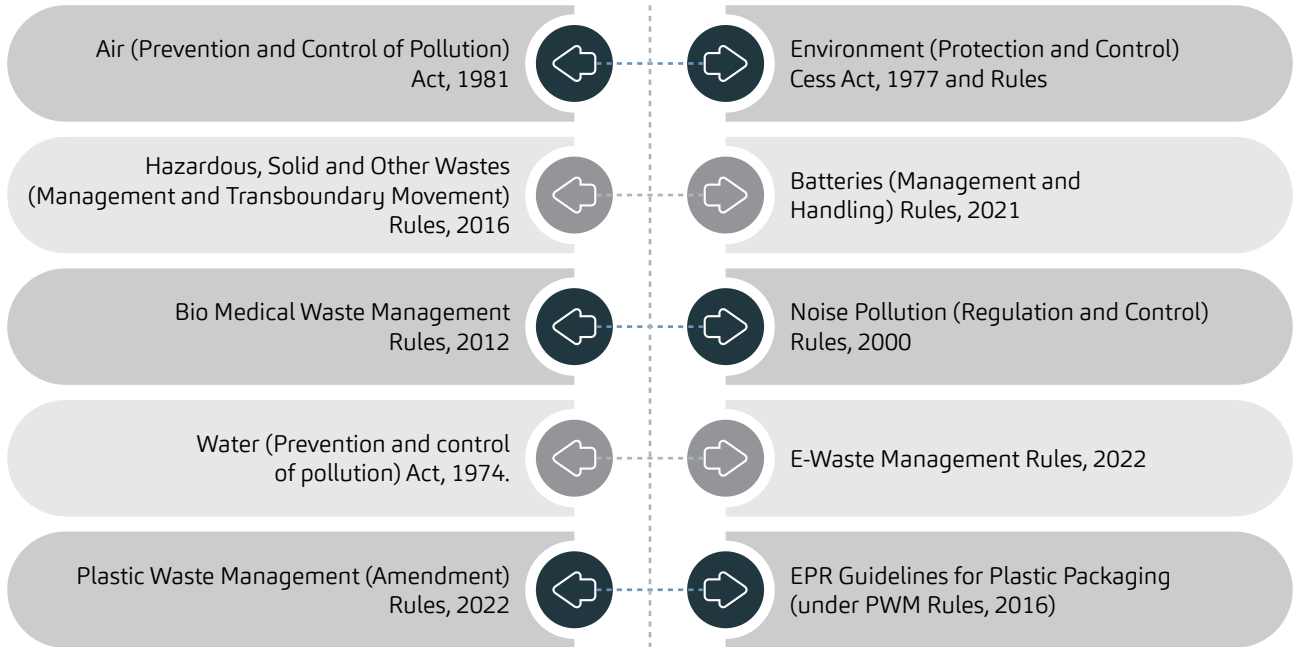
Environmental performance is reinforced through pollution control systems, effluent treatment facilities and structured hazardous waste management with approved disposal practices. Himadri also advances energy efficiency, water conservation and circular resource use, aligning operations with national priorities and global sustainability principles. ISO-based management systems further strengthen governance through systematic monitoring, evaluation and continuous improvement.

Recognising environmental responsibility as a driver of innovation and resilience, Himadri integrates climate considerations into its strategy and has established policies and management frameworks addressing key environmental aspects of the speciality chemicals sector, aligned with national and global sustainability commitments.

# Annexure IX

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## Compliance backbone



Data Breach Certificate

Release Notes

Release Training Video



Compliance & Risk Simplified



# Annexure IX

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## Leadership Indicators

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

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

(i) Name of the area

(ii) Nature of operations

(iii) Water withdrawal, consumption and discharge:

Parameter	FY 2025-26 (Current Financial year)	FY 2024-25 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
i. Surface Water	NA	NA
ii. Ground Water	NA	NA
iii. Third party water	NA	NA
iv. Seawater/ desalinated water	NA	NA
v. Others	NA	NA
<b>Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)</b>	NA	NA
<b>Total volume of water consumption (in kilolitres)</b>	NA	NA
<b>Water intensity per rupee of turnover</b> (Water consumed/ revenue from operations)	NA	NA
<b>Water intensity (optional)</b> - the relevant metric may be selected by the entity	NA	NA
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into surface water	NA	NA
- No treatment	NA	NA
- With treatment- please specify the level of treatment	NA	NA
(ii) Into ground water	NA	NA
- No treatment	NA	NA
- With treatment- please specify the level of treatment	NA	NA
(iii) Into seawater	NA	NA
- No treatment	NA	NA
- With treatment- please specify the level of treatment	NA	NA
(iv) Sent to third-parties	NA	NA
- No treatment	NA	NA
- With treatment- please specify the level of treatment	NA	NA
(v) Other	NA	NA
- No treatment	NA	NA
- With treatment- please specify the level of treatment	NA	NA
<b>Total water discharged (in kilolitres)</b>	NA	NA

Himadri regularly evaluates its operational footprint against water availability and potential impacts on surrounding resources. As part of its water stewardship practices, the Company monitors water stress and assesses physical risks using tools such as the World Resources Institute Aqueduct platform, analysing parameters like water stress, flooding risks and water quality across operating regions. These assessments support basin-level and site-specific evaluations to understand water withdrawal patterns and impacts on local aquifers.

## Annexure IX

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Based on these insights, Himadri implements initiatives to improve water efficiency and reduce freshwater dependence through process optimisation and resource recovery. For instance, in coal tar derivative production, inherent moisture in coal tar is recovered using tri-canter and dehydration processes, enabling ~3% water recovery for reuse—reducing freshwater withdrawal and strengthening overall water resource management.

**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, Himadri has carried out an independent assurance by TUV SUD South Asia Pvt Ltd.

### 2. Details of total Scope 3 emissions & its intensity:

Parameter	Please specify unit	FY 2025-26 (Current Financial year)	FY 2024-25 (Previous Financial Year)
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tCO <sub>2</sub> e	9,81,381.87	8,93,507.66
<b>Total Scope 3 emissions per rupee of turnover</b>	tCO <sub>2</sub> e / Million ₹	22.28	19.44
<b>Total Scope 3 emission intensity (total emission per quantity of goods sold)</b>	tCO <sub>2</sub> e / MT	1.69	1.59

Himadri has expanded its climate management framework by incorporating **Scope 3 emissions** into its greenhouse gas (GHG) accounting and disclosure from FY 2023–24 onwards. Recognising that a considerable share of total emissions arises from activities across the value chain, this inclusion reflects Himadri's commitment to improving transparency and aligning its reporting practices with internationally accepted climate disclosure standards.

To strengthen Scope 3 management, Himadri initiated a structured assessment of its value chain to identify key emission sources and priority categories. Particular attention has been given to areas such as **purchased goods and services, upstream transportation and downstream logistics**, where reliable data collection and emission estimation are essential for building an accurate emissions inventory. Based on these assessments, Himadri has established a **Scope 3 emission intensity reduction target of 5% by 2025**, using FY 2023 as the baseline. This target aligns with the principles of the **Science Based Targets initiative (SBTi)** and contributes to global efforts to limit temperature rise to well below 2°C.

Earlier, Scope 3 emissions were estimated using industry-average datasets. During the current reporting period, Himadri initiated efforts to improve the granularity and reliability of its emissions inventory. With guidance from the Board of Directors, Himadri enhanced its data collection mechanisms and introduced a more detailed value chain engagement approach to obtain activity-based information from relevant partners.

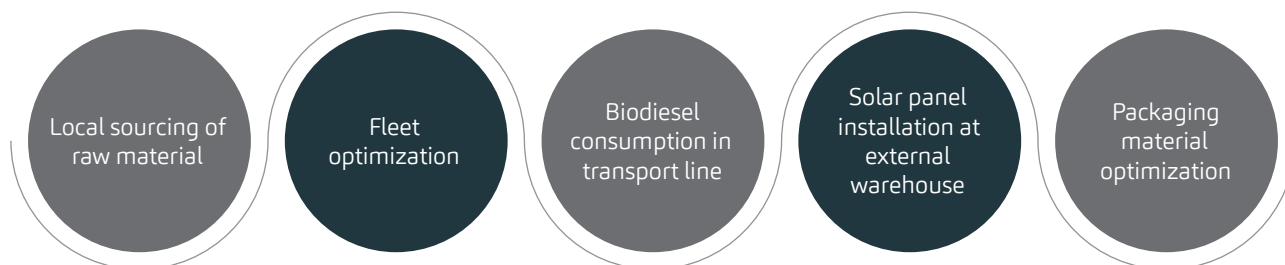
As part of this engagement framework, value chain partners are evaluated through a structured assessment process that includes ESG-related parameters. Partners complete self-assessment questionnaires covering environmental practices, health and safety standards, labour practices and governance frameworks. Based on risk categorisation, selected partners may undergo on-site or remote evaluations, following which improvement measures and corrective action plans are discussed where required.

In addition to strengthening emissions data collection, Himadri is also exploring collaborative initiatives with value chain partners to support emission reduction opportunities. One such initiative includes evaluating the gradual shift towards **bio-diesel for upstream and downstream logistics operations**, which can contribute to lower transportation-related emissions while supporting national biofuel initiatives.

Through these measures, Himadri continues to enhance the robustness of its Scope 3 emissions inventory while encouraging responsible environmental practices across its value chain, reinforcing its long-term commitment to climate action and sustainable growth.

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### Scope 3 Decarbonisation Initiatives

Himadri has undertaken targeted initiatives across its value chain to reduce Scope 3 emissions, focusing on logistics efficiency, sustainable sourcing and resource optimisation.

#### 1. Local Sourcing of Raw Materials

Himadri is progressively increasing the share of locally sourced raw materials to reduce transportation distances, thereby lowering associated fuel consumption and emissions. This initiative also strengthens supply chain resilience and supports local economies.

#### 2. Fleet Optimization

The Company has implemented logistics optimisation measures, including route planning, improved load utilisation and efficient vehicle deployment. These measures reduce fuel consumption per tonne of material transported and enhance overall logistics efficiency.

#### 3. Biodiesel Consumption in Transport Line

Himadri has initiated the use of biodiesel in transportation operations as a cleaner alternative to conventional diesel. This transition contributes to lowering lifecycle greenhouse gas emissions from outbound and inbound logistics.

#### 4. Solar Panel Installation at External Warehouse

Renewable energy adoption has been extended beyond plant operations through the installation of solar panels at external warehouse facilities. This reduces indirect emissions associated with storage and distribution activities.

#### 5. Packaging Material Optimization

The Company is working towards reducing emissions from packaging by optimizing material usage, promoting recyclable and reusable packaging solutions and minimizing waste generation across the supply chain.

**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, Himadri has appointed IRCLASS to undertake reasonable assurance of its reported Scope 1, Scope 2 and Scope 3 greenhouse gas emissions in accordance with ISAE 3410, the international standard for assurance engagements on GHG statements, providing an independent evaluation of the accuracy and completeness of the emissions data. Himadri has carried out an independent assurance by TUV SUD South Asia Pvt Ltd.

### 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.

N/A

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**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:**

S r. No	Initiative undertaken	Details of the initiative (summary)	Outcome of the initiative
1	Solar power installation at external warehouse	A 5 kW on-grid solar power system was installed at the warehouse facility to supply renewable electricity for warehouse operations and reduce dependence on conventional grid power.	Warehouse electricity demand is met through renewable energy generation, reducing reliance on conventional electricity and associated emissions.
2	Borewell pumping system optimization	The existing 15 kW borewell pump was replaced with a 5.5 kW pump better aligned with the operational water demand of approximately 250 m <sup>3</sup> /day.	Reduction in electricity consumption associated with water pumping while maintaining operational efficiency.
3	Spiral heat exchanger installation in by-product distillation	A spiral heat exchanger was installed to enable efficient heat transfer between residual oil and Wide Fractional Oil (WFO) feed streams through counter-current heat exchange.	Improved heat recovery, reduction in fuel oil consumption and lower high-pressure steam requirement, improving overall energy efficiency.
4	Deployment of energy-efficient mill machine	An advanced mill machine was installed in the Treated Black Division to improve production efficiency and reduce processing time in milling operations.	Specific power consumption reduced from <b>573 kWh/MT to 507 kWh/MT</b> , improving overall process energy efficiency.
5	Flexible operation of Boilers #1 and #2	Boilers were modified to operate flexibly as power or process boilers depending on operational demand and CO gas availability.	Improved utilization of process-generated CO gas and enhanced efficiency of steam and power generation.
6	Fuel oil heating system modification	Additional heating coil and improved temperature control were introduced in the fuel oil system to allow improved feedstock utilization and stable combustion conditions.	Improved combustion efficiency and process stability, resulting in yield improvement and reduced energy losses.
7	Cold air line insulation in reactors	Thermal insulation was installed along the cold air supply line from the PAB discharge to the APH inlet to reduce heat losses in the system.	Reduced temperature drop across the line and improved heat exchange efficiency, supporting lower fuel consumption.
8	Venturi-based quench system	A venturi was installed in the quench section of the carbon black process to improve mixing between process gases and quench water, enabling efficient reaction cooling.	Optimized quench water usage and improved process stability with approximately <b>0.2% yield improvement</b> .
9	RO system optimization through Cleaning-in-Place (CIP)	Cleaning-in-Place was implemented in the Water Recovery Plant to restore membrane efficiency and improve permeate water quality in the RO-1 system.	Approximately <b>100 KL of water saved per month</b> through reduced water consumption during cleaning operations.

Sr. No	Initiative undertaken	Details of the initiative (summary)	Outcome of the initiative
10	Steam condensate recovery enhancement	Steam Operated Pump Traps (SOPT) and associated infrastructure were installed to improve condensate evacuation and recovery in the Coal Tar Distillation division.	Increased condensate recovery and reduced freshwater withdrawal through improved reuse of steam condensate.
11	Cooling tower blowdown optimization	Real-time monitoring of Total Dissolved Solids (TDS) was implemented to regulate intermittent and continuous blowdown in the Captive Power Plant.	Reduced blowdown water discharge, lower chemical consumption and improved cooling system efficiency.
12	Heat exchanger cleaning optimization	A specialized chemical cleaning method replaced high-volume freshwater rinsing during heat exchanger cleaning in the CTD division.	Water consumption reduced significantly, saving approximately <b>705 KL per cleaning cycle</b> .
13	VOC emission reduction through enhanced condensation	An additional condenser was installed in the Naphthalene Distillation Unit to improve condensation of process vapors.	Improved condensation efficiency and reduced VOC emissions from the distillation process.
14	Fugitive dust reduction in granulated pitch handling	A spiral chute was installed in the pitch handling section to prevent free fall of granules and minimize dust generation during transfer.	Significant reduction in fugitive dust emissions and improved workplace air quality.
15	Online air purging system in spray dryer bag filter	A compressed air purging system was installed to allow online de-choking of bag filters in the spray dryer unit without interrupting operations.	Reduced dust accumulation and <b>significant reduction in fugitive dust emissions</b> during dryer operation.

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

Himadri has established a comprehensive Business Continuity and Disaster Management Plan (BCDMP) as part of its Risk Management Policy, strengthening operational resilience and ensuring continuity during unforeseen disruptions. By embedding continuity planning within its governance framework, the Company reinforces long-term sustainability, responsible management and stakeholder value protection.

The BCDMP provides a structured approach to manage disruptions from natural disasters, industrial incidents, cyber risks and operational challenges. It defines protocols to maintain critical functions, protect employees and communities and safeguard environmental assets—minimising impacts on people, infrastructure, biodiversity and the wider ecosystem while ensuring continuity of operations.

Risk management follows a proactive, systematic approach, with financial and non-financial risks regularly identified, assessed and mitigated under the oversight of the Risk Management Committee reporting to the Board. The framework covers climate risks, operational reliability, supply chain resilience and emerging ESG factors.

To ensure effectiveness, Himadri conducts periodic risk assessments, emergency drills and internal reviews to evaluate preparedness, identify gaps and strengthen response mechanisms in line with evolving needs and global best practices. Employees in critical roles are trained on emergency protocols, fostering a culture of preparedness and responsible response.

Through this integrated framework, Himadri enhances its ability to manage disruptions while protecting its workforce, infrastructure and environment—supporting business continuity, stakeholder confidence and sustainable, resilient growth.

## Annexure IX

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**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.**

Based on current evaluations, Himadri has not identified any significant negative environmental impacts arising from its value chain activities. Nevertheless, as part of its responsible sourcing approach, Himadri has initiated a structured assessment of its value chain partners under its sustainable procurement framework to encourage improved environmental and sustainability performance across the supply chain.

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

Himadri recognises that environmental responsibility extends to its value chain and has established a Sustainable Procurement Policy that integrates environmental considerations into supplier engagement and procurement decisions, while ensuring regulatory compliance.

During the year, the Company initiated a structured programme to evaluate suppliers' environmental

performance through detailed assessments and follow-up audits, categorising them based on environmental management practices and sustainability performance.

Suppliers accounting for ~75% of procurement spend were covered, with 91% evaluated during the reporting period. Going forward, Himadri aims to deepen collaboration with suppliers to enhance environmental performance and promote responsible, sustainable practices across the value chain.

**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- Nil

Himadri is currently aligned with the Ministry of Environment, Forest and Climate Change (MoEFCC) guidelines regarding environmental sustainability and is committed to supporting green credits initiatives. While not currently trading green credits, Himadri plans to actively participate in green credit mechanisms in the future as part of its broader environmental goals.

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## Section C

### Principle 7

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

Businesses are expected to engage with governments in an ethical, transparent and accountable manner to address concerns and contribute constructively to policy frameworks that advance the larger public good. In this context, Himadri recognizes its responsibility as a socially conscious manufacturer of specialty and chemical products and remains committed to fostering collaborative and responsible engagement with relevant stakeholders.

The Company works closely with government agencies, leading academic and research institutions and industry partners to collectively address key environmental and societal challenges. Through such engagements, Himadri seeks to contribute meaningfully to policy discussions and sectoral development while supporting sustainable industrial growth.

Himadri undertakes its public policy advocacy efforts in a transparent, principled and responsible manner, in alignment with its commitment to ethical business conduct,

regulatory compliance and sustainable development. The Company advocates for policy measures that promote environmental stewardship, responsible industrial practices, innovation and inclusive economic growth.

All advocacy initiatives are carried out in accordance with applicable laws, internal governance frameworks and the highest standards of integrity. Himadri ensures that such engagements are free from any conflict of interest and are directed towards constructive dialogue and long-term value creation.

Further, the Company maintains a neutral political stance and does not make contributions to any political party or political cause. All interactions with government bodies, regulatory authorities and industry associations are conducted in an ethical, transparent and responsible manner, with the objective of advancing shared sustainability and development goals.

### SDGs Impacted



## Fare Competition Incident

No cases registered

# 14

No. of affiliations

### Essential Indicators

1. a. **Number of affiliations with trade and industry chambers/ associations.**  
Himadri maintains memberships with 14 trade and industry chambers/associations, underscoring its commitment to collaborative industry engagement and responsible business leadership. The Company actively participates in prominent trade and commerce bodies such as the Chemicals & Petrochemicals Manufacturers' Association and the Asia Pacific Carbon Black Association to further its sustainability advocacy beyond its direct operations.

Through these platforms, Himadri contributes to constructive policy engagement, promotes the adoption of sustainable industry standards and strengthens partnerships across the sector. This engagement supports broader public advocacy efforts, enhances awareness of key sustainability imperatives and facilitates the exchange of best practices and innovative solutions, thereby contributing to collective industry advancement and long-term value creation.

## Annexure IX

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

Sl. No.	Name of the trade and industry chambers/association	Reach of trade and industry chambers/associations (State/National)
1	Basic Chemicals, Cosmetics & Dyes Export Promotion Council (CHEMEXCIL)	National
2	Bharat Chamber of Commerce	
3	Federation of Indian Chambers of Commerce and Industry (FICCI)	
4	Confederation of Indian Industry (CII)	
5	Carbon Black Manufacturers Association (CBMA)	
6	The Associated Chambers of Commerce and Industry of India (ASSOCHAM)	
7	All India Rubber Industries Association	
8	Hooghly Chamber of Commerce & Industry	State
9	International Tar Association	International
10	Indian Chemical Council	National
11	International Sustainability and Carbon Certification	International
12	United Nation Global compact	International
13	British Safety Council	International
14	Indian Chambers of Commerce	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.

Name of authority	Brief of the case	Corrective action taken
There were no incidents of anti-competitive behaviour involving the Company during the reporting period (2025-26).		

Himadri remains committed to upholding the highest standards of fair competition, ethical business conduct and regulatory compliance across all aspects of its operations. The Company's Fair Competition Policy reinforces its commitment to conducting business responsibly and in accordance with applicable anti-trust and competition laws, while promoting fair trade practices aligned with the principles and guidance issued by the Competition Commission of India (CCI).

As part of its governance framework, the Company undertakes continuous efforts to build awareness among employees on fair competition requirements and to sensitise them to avoid any conduct that may be perceived as anti-competitive, including price fixing, collusive arrangements, or abuse of dominant position. These efforts are supported by a strong compliance culture and reinforced through appropriate communication and training interventions.

To ensure early identification and mitigation of potential non-compliance, Himadri has established a robust vigilance and reporting mechanism that enables employees, personnel engaged through staffing agencies at Company premises and external stakeholders to report any actual or suspected compliance concerns. The Company also undertakes periodic legal and ethical assessments, supported by both internal and external legal counsel, to review its practices and strengthen its preventive and corrective controls.

In addition, the Company has implemented appropriate internal controls, oversight mechanisms and compliance safeguards to prevent, detect and address any potential anti-competitive behaviour. These systems and processes have contributed to Himadri maintaining a consistent record of zero incidents of anti-competitive conduct.

Himadri also recognizes the importance of providing stakeholders with a credible, accessible and confidential avenue for raising concerns. Our whistle blower/vigil mechanism Policy, which is publicly available, establishes a formal mechanism through which stakeholders may report grievances or concerns through multiple channels, including email, telephone and other established communication platforms.

The mechanism allows for anonymous reporting and the confidentiality of complainants is protected through oversight at the highest levels of the organization. The grievance redressal framework is overseen by a designated committee comprising the Company Secretary, Chief Sustainability Officer and Chief Human Resource Officer, who are responsible for reviewing grievances, ensuring timely and appropriate redressal and periodically assessing the overall effectiveness of the mechanism.

Through these measures, Himadri continues to strengthen its governance practices and reinforce its commitment to responsible business conduct, transparency and stakeholder trust.

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## Leadership Indicators

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

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

Himadri is committed to maintaining constructive and mutually beneficial relationships with key stakeholders, including government bodies, regulators, trade associations, investors, suppliers, employees and communities. Such engagements are undertaken in a responsible and transparent manner, with due regard to organizational priorities and the larger national interest and form an important part of the Company's governance and sustainability approach.

In line with its commitment to sustainable development and climate action, Himadri actively participates in relevant public policy and industry consultations that support the transition to a low-carbon future. During the year, the Company participated in the public consultation led by the Science Based Targets initiative (SBTi) for the development of a sector-specific decarbonization approach for the global chemical sector. This engagement reflects Himadri's commitment to contributing to science-aligned and pragmatic policy frameworks that support industrial decarbonization, environmental stewardship, social well-being and economic resilience.

The Company's public policy engagement is aligned with its broader sustainability strategy and supports globally and nationally recognized frameworks, including the United Nations Sustainable Development Goals (SDGs), particularly SDG 13: Climate Action, India's National Action Plan on Climate Change (NAPCC) and the principles of the United Nations Global Compact (UNGC). Through such initiatives, Himadri continues to advocate for responsible industry practices, innovation and collaborative action to advance long-term climate resilience and sustainable development.

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## Section C

### Principle 8

**Businesses should promote inclusive growth and equitable development.**

Himadri believes that sustainable and successful businesses have a critical role to play in fostering equitable and inclusive socio-economic development. The Company recognizes that long-term value creation extends beyond business performance and includes meaningful contributions toward the well-being and resilience of the communities and ecosystems in which it operates.

In line with this philosophy, Himadri places strong emphasis on the holistic development of society as an integral part of its growth strategy. Through partnerships and collaborative efforts with government institutions, non-governmental organizations and other stakeholders, the Company undertakes a wide range of community development initiatives aimed at creating positive and lasting social impact.

The Company's community engagement and Corporate Social Responsibility (CSR) interventions are focused on key areas such as rural transformation, women empowerment, healthcare, education, sports for development, disaster management and other need-based social development initiatives. These efforts are designed to contribute to inclusive growth while strengthening community resilience and improving quality of life.

From the outset, STEM education, particularly for the girl child, has remained

a priority area for Himadri. The Company actively supports initiatives aimed at promoting science, technology, engineering and mathematics (STEM) learning and regularly participates in government-led programmes and outreach initiatives that seek to strengthen STEM education at the grassroots level. Through these efforts, Himadri aims to contribute to building future-ready capabilities and expanding educational opportunities for underserved communities.

Himadri also remains mindful of the importance of local value creation in areas surrounding its operations. Guided by the philosophy of "Rooted Locally, Aligned Globally," the Company seeks to contribute to local economic development through its sourcing and engagement practices wherever feasible. While the specialized nature of certain raw materials may require broader sourcing networks, the Company continues to prioritize the local procurement of consumables and operational requirements, thereby supporting local enterprises, enhancing livelihood opportunities and contributing to greater financial resilience within communities.

Through these initiatives, Himadri continues to reinforce its commitment to inclusive development, shared prosperity and responsible business growth.

### SDGs Impacted

The grid displays 17 Sustainable Development Goals (SDGs) impacted by Himadri's initiatives:

- 1 NO POVERTY
- 2 ZERO HUNGER
- 3 GOOD HEALTH AND WELL-BEING
- 4 QUALITY EDUCATION
- 5 GENDER EQUALITY
- 6 CLEAN WATER AND SANITATION
- 8 DECENT WORK AND ECONOMIC GROWTH
- 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
- 11 SUSTAINABLE CITIES AND COMMUNITIES
- 13 CLIMATE ACTION
- 14 LIFE BELOW WATER
- 15 LIFE ON LAND
- 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
- 17 PARTNERSHIPS FOR THE GOALS

**83.30%**  
Direct Purchase from Indian Market on overall Spend

**58.15%**  
Job Creation at Rural Area

# Annexure IX

of the Board's Report (Contd.)

## Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Independent	Results communicated in public domain (Yes/No)	Relevant Web link
Nil					

Himadri's Corporate Social Responsibility (CSR) Committee provides strategic oversight to the Company's social impact initiatives by identifying high-priority intervention areas, guiding resource deployment and monitoring the effectiveness of programmes. The Committee's focus spans education, healthcare, environmental sustainability and broader community development, reflecting the Company's commitment to inclusive and sustainable progress. Although formal impact assessment studies have not yet been undertaken, CSR projects are conceptualized and implemented with a strong emphasis on relevance, responsible execution and long-term value creation. As an SA 8000:2014 certified organization, Himadri continues to strengthen its CSR approach in alignment with its broader sustainability vision and commitment to responsible growth.

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

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

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

Himadri's CSR governance is overseen by the Board-level CSR Committee, which provides strategic direction, reviews programme priorities and monitors the overall effectiveness of CSR initiatives. The Committee is supported by the Corporate CSR team, which is responsible for coordinating implementation, facilitating alignment with the Company's broader sustainability goals and ensuring compliance with applicable CSR requirements.

At the operational level, dedicated CSR teams at the plant locations play an important role in maintaining regular engagement with local communities and other relevant stakeholders. Such engagement is carried out either directly by the Company or through implementing agencies, depending on the nature and scale of the initiative. This approach helps the Company identify community needs, assess the relevance of interventions and support the effective implementation of projects in a manner that is responsive to local socio-economic and developmental priorities.

Himadri also places importance on maintaining open and accessible channels for community feedback and grievance redressal. Any concerns or grievances received from stakeholders in relation to CSR or community development activities are addressed in a timely, structured and appropriate manner by the respective CSR teams, under the guidance and oversight of the CSR Committee. This mechanism enables the Company to strengthen trust, improve programme responsiveness and reinforce accountability in its community engagement efforts.

Through this governance-led and participative approach, Himadri seeks to ensure that its CSR interventions remain relevant, inclusive and aligned with the objective of contributing to sustainable and equitable community development.

## Annexure IX

of the Board's Report (Contd.)

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	3.76%	2.85%
Directly from within India	83.30%	78.17%

Himadri recognizes MSMEs as key enablers of innovation, entrepreneurship and employment generation and remains committed to supporting their growth through responsible and inclusive business engagement. The Company actively collaborates with local MSMEs and enterprises to meet operational requirements and prioritizes the sourcing of consumables and services from businesses located near its areas of operation, wherever feasible. This localized sourcing approach not only supports regional economic development and livelihood generation but also contributes to reducing transportation-related environmental impacts.

The Company's engagement with MSMEs is guided by a long-term value creation approach, with emphasis on strengthening commercial relationships and fostering supplier resilience. Through regular review of financial and payment practices, Himadri seeks to maintain healthy supplier partnerships and support the financial stability of its business associates.

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

Location	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Rural	58.15%	56.51%
Semi-urban	NA	NA
Urban	3.82%	4.17%
Metropolitan	38.03%	39.32%

(Location categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

Himadri's operations across diverse geographies contribute significantly to local employment generation and socio-economic development by creating meaningful opportunities for individuals from varied communities and backgrounds. The Company remains committed to fostering a workplace built on the principles of diversity, equity and inclusion, ensuring fair and equitable access to employment and growth opportunities across the organization.

To further support workforce mobility and employee well-being, Himadri's Relocation Policy facilitates a smooth transition for employees and migrant workers through appropriate support measures. Beyond direct employment, the Company also contributes to future workforce preparedness through STEM-focused CSR initiatives, thereby enhancing employability and advancing long-term inclusive and sustainable growth.

In addition, the Company's operations create opportunities not only for direct employment but also for contractual and indirect workforce participation, thereby contributing to a broader employment ecosystem. This multiplier effect further strengthens local economies and supports income generation beyond major urban centres.

Himadri also recognizes that fair and equitable remuneration is fundamental to employee well-being and inclusive growth. The Company is committed to maintaining remuneration practices that are aligned with applicable legal requirements, internal policies and principles of fairness. Compensation is determined based on role, skill, experience and responsibility, with the objective of ensuring equitable treatment and minimizing unjustified disparities. Through this approach, Himadri seeks to support financial security, workforce motivation and long-term employee well-being.

# Annexure IX

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## Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

Himadri's CSR initiatives are driven by a structured, impactful approach under the guidance of its CSR Committee, a dedicated Board-level body committed to delivering positive change. Our CSR initiatives are designed to address critical societal needs, from education and healthcare to environmental conservation and sustainable livelihoods. Aligned with UNGC principles, Himadri's CSR policy focuses on impactful social and environmental initiatives. It prioritises sustainable development, STEM education and community engagement.

S. No.	State	Aspirational District	Amount Spent (in INR)
1.	Chhattisgarh	Korba	5,00,000

Through the organization of the "Pali Mahotsav," the Company directed targeted CSR expenditure toward the preservation and revitalization of Korba's traditional arts and handicrafts. This initiative served as a vital platform for local artisans to showcase indigenous skills and traditions, directly contributing to the socio-economic upliftment of Chhattisgarh's rural and semi-urban populations.

### Key Impacts & Objectives

**Cultural Preservation:** Revitalized heritage by encouraging the continuation of indigenous art forms and traditional knowledge systems.

**Market Access:** Facilitated commercial opportunities for local craftsmen, bridging the gap between traditional products and modern consumers.

**Livelihood Generation:** Supported sustainable community development by creating direct economic value for local stakeholders.

By supporting the Pali Mahotsav, the Company reinforces its commitment to **inclusive growth and community engagement**. These efforts align with national priorities to promote local craftsmanship, ensuring that Korba's rich cultural identity remains a viable driver for regional prosperity.

3. a. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? – Yes.

Himadri's Sustainable Procurement Policy is guided by the principles of inclusivity, responsible sourcing and equitable value creation across its supply chain. As part of this approach, the Company seeks to encourage procurement practices that provide opportunities for suppliers belonging to regulator-recognized marginalized and vulnerable groups, wherever feasible and operationally appropriate.

Himadri remains committed to advancing inclusive participation across its value chain by identifying opportunities to engage underrepresented and vulnerable communities in areas that are more suitable to their capabilities and business scale.

In line with management directives and its broader sustainability objectives, the Company actively promotes inclusion through the procurement of consumables, ancillary materials and manpower and support services from local and community-linked enterprises, including those associated with marginalized and vulnerable groups, wherever feasible. This approach enables Himadri to contribute to social inclusion, livelihood generation and economic empowerment at the grassroots level, while also strengthening community resilience and local development.

Through these efforts, Himadri continues to reinforce its commitment to building a more inclusive, responsible and socially conscious supply chain ecosystem, aligned with its long-term sustainability vision.

## Annexure IX

of the Board's Report (Contd.)

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

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

Himadri recognizes inclusive growth as an important pillar of responsible business conduct and remains committed to creating opportunities for marginalized and vulnerable groups across its value chain. Guided by its Sustainable Procurement Policy, the Company seeks to promote diversity, inclusion and socio-economic participation through responsible sourcing and workforce engagement practices.

A significant share of the Company's contractual workforce is drawn from economically disadvantaged communities in and around its operational areas, thereby contributing to local livelihood creation and economic empowerment. These workers are supported through structured occupational health and safety training and awareness-building initiatives, including programmes aligned with the Government of India's "Mission LiFE." In addition, Himadri continues to invest in training and upskilling initiatives to enhance workforce capability, employability and long-term economic resilience.

Beyond employment generation, Himadri remains committed to enhancing the long-term employability, capability and economic resilience of its workforce. The Company undertakes various training, skill development and upskilling initiatives aimed at equipping workforce with practical competencies and transferable skills that can continue to support their livelihoods beyond their tenure with the organization. This reflects the Company's broader commitment to responsible employment and sustainable workforce development.

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

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

Sl. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized
1	Free distribution of books, scholarship for education, development of school, library	2813	100%
2	Health Care Project-Conducted Free Doctors Check Up, Free Eye Testing, Free Spectacles Distribution, Medicine Distribution, Ayurveda, Naturopathic and Homeopathy Treatment at village Medical Centre.	15316	100%
3	Rural development project for economically weaker sections(EWS) of the society in villages-setting up of Pucca Houses, Drinking Water Facilities/Electrification, setting up of playground. Training to promote Rural Sports, setting up of Centre for Handicapped Children Setting up of Schools etc.	23	100%

# Annexure IX

## of the Board's Report (Contd.)

Aligned with the Company's broader sustainability vision and informed by principles such as the United Nations Global Compact (UNGC) and Diversity, Equity and Inclusion (DEI), Himadri's CSR initiatives focus on community well-being, education, women's empowerment, livelihood enhancement and inclusive development. Key interventions include support for sports and youth engagement, social welfare initiatives, skill development programmes, educational assistance and infrastructure enhancement in schools, including institutions serving children with disabilities.

Each CSR project is carefully conceptualized and implemented with emphasis on community relevance, responsible execution, effective resource utilization and long-term social value creation. This governance-led approach enables the Company to adopt a structured and accountable framework for delivering meaningful outcomes across its areas of intervention.

The Company's CSR strategy is also informed by internationally recognized sustainability principles, including the United Nations Global Compact (UNGC) and increasingly reflects the values of Diversity, Equity and Inclusion (DEI). These guiding principles help ensure that the Company's interventions are inclusive, accessible and responsive to the needs of underserved and vulnerable communities.

The Company also focuses on strengthening household resilience and promoting women's empowerment through skill development and vocational training initiatives. These programmes are designed to improve livelihood opportunities, encourage income generation and support greater financial independence among women and other underserved groups within local communities

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## Section C

### Principle 9

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

Himadri recognizes its responsibility to provide safe, reliable and responsibly manufactured products and services while minimizing adverse impacts on society and the environment. The Company is also committed to ensuring that relevant product-related information is communicated accurately and transparently to support informed customer decision-making and fair market practices.

Customer centricity remains central to Himadri's business strategy. The Company actively engages with customers to understand their evolving needs and continuously strives to deliver a superior customer experience through quality, responsiveness and responsible product stewardship. Himadri is also committed to

the responsible management of customer information and has implemented appropriate systems and controls to uphold data privacy, information security and cybersecurity standards across its operations.

#### SDGs Impacted



**NIL**

Number of Consumer Complaints

**NIL**

Number of Data Security Issues

### Essential Indicators

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

Himadri follows a well-defined and responsive customer complaint redressal process designed to ensure timely resolution, transparency and continuous improvement. Customer concerns are formally documented and reviewed through a structured internal mechanism involving the Marketing, Technical Services and Quality Control functions.

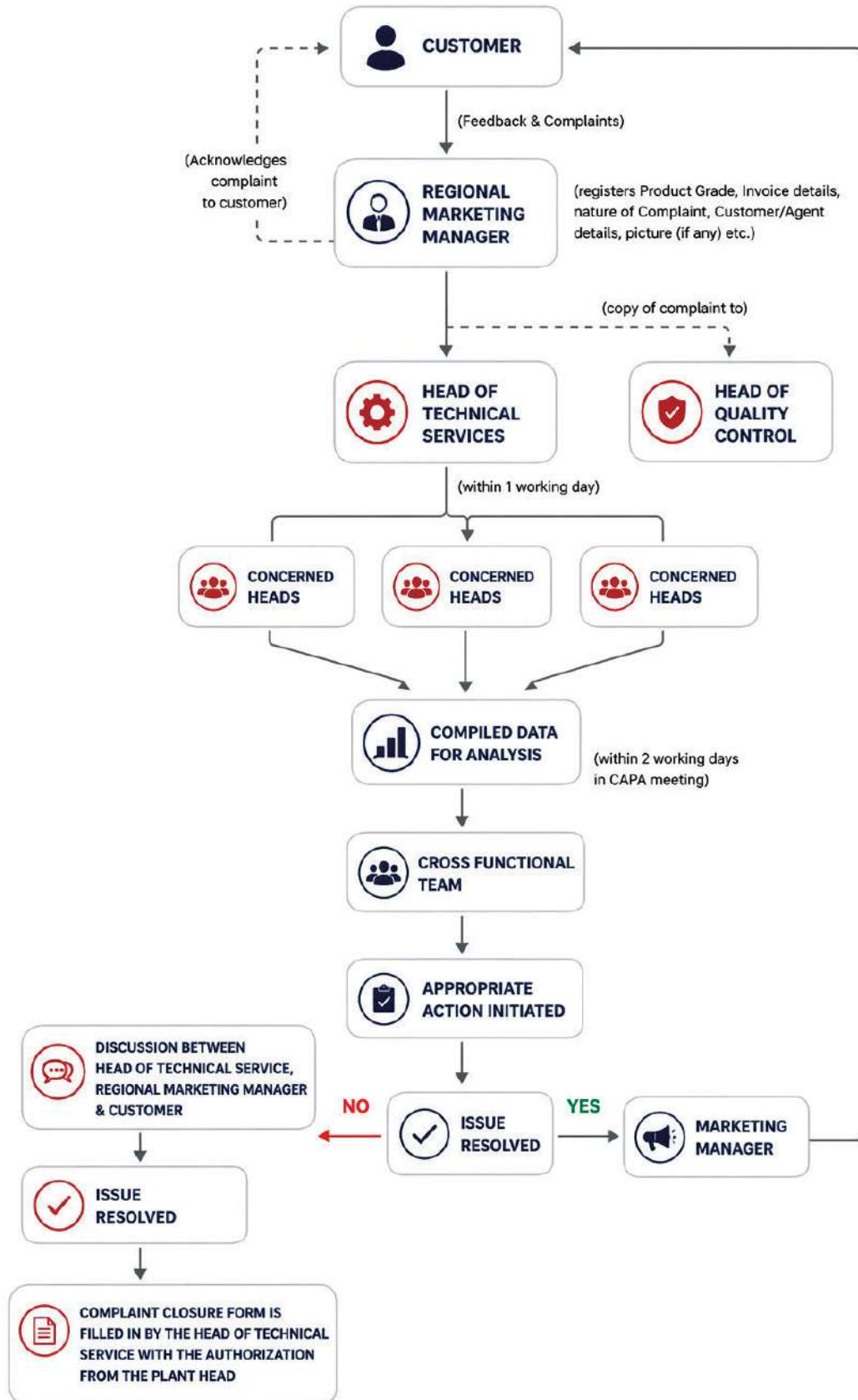
Complaints are assessed through a corrective and preventive action framework to identify root causes and implement suitable remedial measures. The resolution process is supported by appropriate internal oversight, documentation and authorization, while learnings from complaint analysis are used to strengthen product

quality, operational processes and customer service standards. This mechanism reinforces the Company's commitment to customer satisfaction, accountability and responsible product stewardship.

The Company follows a time-bound review process supported by a Corrective and Preventive Action (CAPA) framework to investigate complaints, identify root causes and implement appropriate corrective measures. Complaint closure is subject to internal review and authorization and any learnings arising from complaint analysis are incorporated into relevant processes, procedures, or specifications, wherever required. All complaints and related actions are systematically documented to support transparency, accountability and continuous improvement.

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## Annexure IX

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

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

### 3. Number of consumer complaints:

	FY 2025-2026 (Current Financial Year)		Remarks	FY 2024-2025 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	Nil	NA	Nil	Nil	NA
Advertising	Nil	Nil	NA	Nil	Nil	NA
Cyber-security	Nil	Nil	NA	Nil	Nil	NA
Delivery of essential services	Nil	Nil	NA	Nil	Nil	NA
Restrictive Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Unfair Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Other	Nil	Nil	NA	Nil	Nil	NA

Himadri remains committed to protecting customer interests and promoting ethical business conduct through a strong governance framework anchored in transparency, integrity and accountability. The Company recognizes that customer trust is fundamental to long-term business success and therefore places significant emphasis on responsible product stewardship, data privacy, information security and fair market conduct.

To safeguard customer information, Himadri follows appropriate controls and practices for data collection, processing, storage, retention and secure disposal, in alignment with applicable legal and regulatory requirements, including relevant national and international privacy standards such as GDPR, wherever applicable. Sensitive customer data is protected through encryption, secure storage systems and access controls, while employees are regularly sensitized on cybersecurity, ethical behaviour and data privacy practices. The Company also maintains an Incident Response Plan and undertakes periodic reviews and assessments to strengthen information security resilience.

In parallel, Himadri upholds compliance with anti-trust and fair competition requirements through appropriate policies, internal controls and responsible commercial practices. The Company's dealings with customers, suppliers and business partners are guided by fairness, transparency and ethical conduct. In addition, a Whistle-blower Policy is in place to enable stakeholders to report concerns relating to unethical practices or non-compliance without fear of retaliation.

Through these measures, Himadri continues to reinforce its commitment to customer protection, ethical governance and responsible business conduct, while maintaining zero formal complaints relating to data privacy breaches, unfair trade practices, or restrictive conduct during the reporting period.

**Himadrans** undergo regular training on cybersecurity awareness, ethical behaviour and data privacy best practices to ensure compliance with Himadri's robust data protection policies. Periodic security audits are conducted to proactively identify and address vulnerabilities. A comprehensive information security due diligence conducted by TÜVSÜD confirmed that there were no data breach incidents, underscoring the effectiveness of Himadri's protocols. In addition, a well-defined Incident Response Plan is in place to swiftly detect, report and respond to any potential cybersecurity incidents.

**Number of Customer feedback for process/Product improvement:** During the reporting period, the Company did not receive any formal complaints under the above-mentioned categories. However, Himadri continued to actively engage with customers and received constructive feedback on areas such as product quality, process refinement, packaging and logistics efficiency. The Company values such feedback as a key driver of continuous improvement and remains committed to addressing customer expectations effectively to further enhance product excellence, service quality and overall customer experience.

## Annexure IX

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Feedback category	No. of feedback FY25-26	No. of feedback FY24-25
Product Quality	17	4
Process Technical	12	21
Packing process	29	42
Logistics Efficiency	7	7

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

	Number	Reasons for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

Himadri is committed to ensuring that its products are manufactured, handled, transported and supplied in a manner that safeguards customer health and safety, while minimizing potential adverse impacts on people, communities and the environment. The Company recognizes that responsible product stewardship is fundamental to building customer trust, maintaining regulatory compliance and delivering sustainable value.

The Company's approach to customer health and safety is embedded across the product lifecycle, beginning from raw material sourcing and product design to manufacturing, quality control, storage, distribution and end use guidance. Himadri has established appropriate systems and controls to help ensure that its products meet applicable quality, safety and regulatory requirements before being supplied to customers.

To support this commitment, the Company follows defined quality assurance and quality control processes, undertakes relevant product testing and technical evaluations and adheres to applicable statutory requirements, industry standards and internal operating procedures. Himadri also engages with suppliers and value chain partners to encourage alignment with its expectations relating to product quality, safety and responsible business conduct.

The Company places strong emphasis on hazard communication and responsible product information disclosure. Customers are provided with relevant Material Safety Data Sheets (MSDS)/Safety Data Sheets (SDS) and other applicable product-related information to support safe handling, storage, transportation, usage and disposal of products.

Himadri is also committed to continuously improving its product safety and quality performance through monitoring, customer feedback, technical review and corrective and preventive actions, wherever required. Any customer concerns relating to product quality or safety are addressed through a structured complaint management and resolution mechanism.

Through this policy-led approach, Himadri seeks to uphold the highest standards of consumer health and safety, strengthen customer confidence and reinforce its commitment to responsible and sustainable business practices.

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

Himadri recognizes that the responsible management and protection of information are critical to maintaining customer trust, ensuring business continuity and upholding ethical and regulatory responsibilities in an increasingly digital operating environment. In line with this commitment, the Company has established a comprehensive Information Security and Data Management Policy to govern the secure handling, processing, storage and protection of sensitive information across its operations.

The policy is designed to safeguard personal, customer-related and business-critical information from unauthorized access, misuse, alteration, disclosure, loss, or cyber-related threats. It provides a structured framework for identifying and managing information security risks while promoting responsible data handling practices across the organization.

Himadri's approach to information security is guided by the principles of confidentiality, integrity and availability of data. The policy outlines the Company's expectations and controls with respect to data access management, secure storage, data transmission, retention and secure disposal, thereby helping to ensure that information is handled in a manner consistent with legal, operational and stakeholder expectations.

To further strengthen resilience, Himadri undertakes periodic security reviews, assessments and audits to identify vulnerabilities, evaluate the effectiveness of existing controls and support continuous improvement in information security practices. These reviews help the

## Annexure IX

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Company remain responsive to evolving cyber risks and changing digital security expectations.

Recognizing that employee awareness is an essential element of effective data protection, the Company also conducts regular awareness and sensitization programmes on information security, data privacy, cyber hygiene and responsible digital behavior. These initiatives are intended to strengthen team member's understanding of their responsibilities and promote a culture of security-conscious conduct across the organization.

[https://www.himadri.com/assets/imgs/Information\\_Security\\_Data\\_management.pdf](https://www.himadri.com/assets/imgs/Information_Security_Data_management.pdf)

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

There are no grievances raised related to data breaches, or on product safety concerns/services. Advanced technological measures protect sensitive data from breaches or unauthorised access. Workforce are trained on data privacy regulations and best practices to securely handle data (phishing, ransomware and other cyber threats). The Company's robust data governance policy ensures a compliance with national data protection and privacy standards (including Digital Personal Data Protection Act 2023). Himadri conducts periodic audits which covers data security and protection to ensure the effectiveness of governance frameworks and compliance ensuring a preparedness for probable risks. Independent agencies verify the accuracy of sustainability data, including metrics related to business continuity, IT security. Himadri Speciality Chemical Limited is aligned with the International Council of Chemical Associations' (ICCA) global agenda through the Responsible Care® initiative, supported by the Indian Chemical Council, its Indian counterpart. Responsible Care® represents a global commitment by the chemical industry to continuously improve and transparently communicate its performance in these critical areas. This underlines the Company's commitment to the highest standards of safety, health and environmental performance.

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

- a. **Number of instances of data breaches** - Nil
- b. **Percentage of data breaches involving personally identifiable information of customers** - Nil
- c. **Impact, if any, of the data breaches** - Not applicable

Himadri has continued to maintain a strong record in information security and data protection, with zero reported incidents related to data breaches during the reporting period. This reflects the Company's sustained focus on building a secure digital environment and its commitment to protecting sensitive customer, business and operational information through robust governance and control mechanisms.

The Company's approach to data security is anchored in a proactive and preventive risk management framework designed to identify, assess and mitigate potential information security risks across its operations. Himadri recognizes that in an increasingly digital and interconnected business environment, safeguarding sensitive information is critical not only to operational continuity but also to maintaining stakeholder trust and ensuring responsible business conduct.

This strong performance is supported by the implementation of multiple layers of technical, administrative and process-based controls aimed at minimizing the risk of unauthorized access, misuse, disclosure, or cyber-related incidents. These include structured access control mechanisms, secure system architecture, data protection protocols and the use of encryption measures, wherever applicable, to strengthen the confidentiality and integrity of information assets.

As part of its ongoing efforts to reinforce digital resilience, Himadri also undertakes periodic security reviews and audits to assess the effectiveness of its controls, identify potential vulnerabilities and support continuous improvement in its information security practices. This proactive approach enables the Company to remain responsive to emerging cybersecurity risks and evolving stakeholder expectations.

Further strengthening its governance framework, Himadri undertook an information security due diligence assessment through TÜV SÜD, a globally recognized testing, inspection and certification organization. The assessment provided an additional level of independent review and assurance regarding the Company's approach to information security, risk management and the protection of sensitive information.

This external due diligence exercise reinforces confidence among customers, business partners and other stakeholders that Himadri has appropriate systems and controls in place to manage data security risks responsibly and effectively. It also reflects the Company's broader commitment to aligning its governance practices with recognized standards and continuously strengthening its information security posture.

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of the Board's Report (Contd.)

## Leadership Indicators

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

The official company website serves as the central hub for information about products and services. We also engage and share real-time information about on social media platforms such as LinkedIn.

[www.himadri.com](http://www.himadri.com)

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

Himadri, as part of its commitment to consumer safety and responsibility, has implemented a series of steps to educate and inform its consumers about the safe and responsible usage of its products and services.

1. Clear and detailed product labeling/MSDS: Himadri ensures that all products come with clear and easy-to-understand labelling that outlines usage instructions, safety precautions and potential hazards.
2. Comprehensive user manuals and guidelines: These resources often include visual aids and step-by-step instructions.
3. Customer support and helplines: Himadri has set up dedicated customer support teams and helplines to offer guidance and provide safety-related information to consumers.
4. Online resources and FAQs: Himadri maintains an online resource centre that includes frequently asked questions (FAQs), safety tips, troubleshooting guides and product usage videos.
5. Product training and demonstrations: Himadri offers product demonstrations, either in-person or via virtual platforms, to show consumers the correct way to use its products.
6. Awareness programs: Himadri sponsors awareness campaigns across various platforms, focusing on the safe and responsible use of its products.

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

Information relating to any potential risk of disruption or discontinuation of essential services is communicated to customers through established channels such as e-mails, phone calls, or other appropriate means,

depending on the nature of the situation. This helps ensure timely dissemination of relevant information and supports customer preparedness. The Company also has appropriate Business Continuity planning mechanisms in place to support the continuity of critical operations and minimize the impact of unforeseen disruptions. Himadri's Business Continuity Plan (BCP) is aimed at ensuring operational resilience, effective response and timely restoration of essential business functions, including those relevant to customer commitments and service delivery.

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

Yes, Himadri places a strong emphasis on clear and informative product displays to ensure consumers have all necessary details for safe and effective use of its products. Himadri's offerings are designed to be comprehensive, user-friendly and user-friendly and compliant with relevant regulations with relevant regulations. This includes not only physical product labelling but also the digital content available on website. The following are the key elements typically included;

1		Product name and description
2		Usage instructions
3		Safety warning and precautions
4		Environmental impact and disposal instructions

## Annexure IX

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These displays are not only critical for consumer confidence but also play a key role in fostering responsible and informed product usage, which is in line with both ethical business practices and legal requirements.

Himadri's approach to conducting consumer satisfaction surveys is a key component of its strategy

for maintaining a high standard of customer service and product quality. By regularly gathering feedback, analysing results and acting on insights, the Company ensures that its offerings are aligned with consumer expectations, fostering stronger customer relationships and driving ongoing business success.

**For and on behalf of the Board**

Sd/-

**Anurag Choudhary**

*Chairman Cum Managing Director  
& Chief Executive Officer*

(DIN: 00173934)

Sd/-

**Shyam Sundar Choudhary**

*Executive Director  
(DIN: 00173732)*

Place: Kolkata

Date: 23 April 2026



## Assurance statement on third-party verification of sustainability information

To

The Directors of **HIMADRI SPECIALITY CHEMICAL LTD**

Unique identification no.: **3153243612**

TÜV SÜD South Asia Pvt Ltd. (hereinafter TÜV SÜD) has been engaged by, **HIMADRI SPECIALITY CHEMICAL LTD** (hereinafter "Company") to perform an independent assurance of the Company's disclosures in Business Responsibility and Sustainability Report for the period from 01-04-2025 to 31-03-2026.

The verification was carried out according to the steps and methods described below.

### Scope of the verification

The third-party verification was conducted to obtain independent assurance about whether the Sustainability information is prepared in reference to BRSR standard/framework (hereinafter referred as "Reporting Criteria").

#### Reporting standard/framework

The disclosures have been prepared by **HIMADRI SPECIALITY CHEMICAL LTD**, in reference to:

BRSR and BRSR Core – Framework for ESG disclosures and assurance as per SEBI Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024, including Annexure 16 and Annexure 17A.

The following sustainability indicators' reporting are included in the scope of the assurance engagement during the reporting period Financial Year (FY) 2025-2026 as listed below

Reasonable level of assurance of BRSR Report which includes 'BRSR 9 Core Attributes' and remaining Non-core indicators

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the BRSR reporting, and accordingly, we do not express a conclusion on this information.

It was not part of our engagement to review product- or service-related information, references to external information sources, expert opinions and future-related statements in the Report.

### Responsibility of the Company

The legal representatives of the Company are responsible for the preparation of the BRSR report in accordance with the Reporting Criteria. This responsibility includes in particular the selection and use of appropriate methods for measurement, calculation, collection and compilation of information and the making of appropriate assumptions or, where appropriate, the making of appropriate estimates. Furthermore, the legal representatives are responsible for necessary internal controls to enable the preparation of a BRSR report that is free of material - intentional or unintentional - erroneous information.

### Verification methodology and procedures performed

The verification engagement has been planned and performed in accordance with the verification methodology developed by the TÜV SÜD Group which is based on ISAE 3000 assurance engagement standard and ISO 17029.

#### Level of Assurance

Reasonable Level of assurance for the 9 core attributes of BRSR (Ref: Annexure I of SEBI circular)



and for the rest non-financial quantitative disclosures in BRSR (Ref: Annexure II of SEBI circular) for -  
Section A: General Disclosures

Section C: Principle Wise Performance Disclosure

Principle 1: Essential Indicator & Leadership Indicators

Principle 2: Essential Indicator & Leadership Indicators

Principle 3: Essential Indicator & Leadership Indicators

Principle 4: Essential Indicator & Leadership Indicators

Principle 5: Essential Indicator & Leadership Indicators

Principle 6: Essential Indicator & Leadership Indicators

Principle 7: Essential Indicator & Leadership Indicators

Principle 8: Essential Indicator & Leadership Indicators

Principle 9: Essential Indicator & Leadership Indicators

The verification was based on a systematic and evidence-based assurance process limited as stated above. The selection of assurance procedures is subject to the auditor's own judgment.

- Inquiries of personnel who are responsible for the stakeholder engagement und materiality analysis to understand the reporting boundaries
- Evaluation of the design and implementation of the systems and processes for compiling, analysing, and aggregating sustainability information as well as for internal controls
- Inquiries of company's representatives responsible for collecting, preparing and consolidating sustainability information and performing internal controls
- Analytical procedures and inspection of sustainability information as reported at group level by all locations
- Assessment of local data collection and management procedures and control mechanisms through a sample survey at selected multiple sites as mentioned below:

Sl. No.	Company Name	Site Address
1	<b>HIMADRI SPECIALITY CHEMICAL LTD</b>	8, INDIA EXCHANGE PLACE, 2ND FLOOR 700001 - KOLKATA, WEST BENGAL
2		Mahistikri Haripal, Singur, Dist. Hooghly, West Bengal, Hooghly, India 712407 - Hooghly
3		27B, Gadadhar Bhatt Road, Liluah,, West Bengal, Howrah, India- 711203
4		58/26, N. S. Road , Liluah India- 711204 Liluah-2
5		Korba Village- Jhagarha, Post- Risdi India- 495683, Korba
6		Kenghati, PO Jayantpur, Dist: Sambalpur India- 768112, Sambalpur
7		Plot Nos. 49,50,51 , Sector-II, Falta Special Economic Zone, P.O. Bishira, PS.Ramnagar India- 743504, 24 South Parganas
8		Plot No. 67, 68 & 69, AIE, Pedagantiyada, Gajuwaka India- 530044, Visakhapatnam

## Conclusion

Reasonable level of Assurance- BRSR 9 Core Attributes and for the rest non-financial quantitative disclosures in BRSR

On the basis of the assessment procedures carried out & evidence we have collected during 8-03-2026 to 22-04-2026, the identified sustainability indicators of 9 Core Attributes (Listed in Annexure I of this statement) of BRSR for FY 2025-2026 are prepared in all material respect in accordance with the reporting requirements outlined in BRSR Core.



## Limitations

The assurance process was subject to the following limitations:

- The subject matter information covered by the engagement are described in the "scope of the engagement". Assurance of further information included in the BRSR reporting was not performed. Accordingly, TÜV SÜD do not express a conclusion on this information.
- The assurance scope excluded forward-looking statements, product- or service-related information, external information sources and expert opinions.

## Use of this Statement

The Company must reproduce the TÜV SÜD statement and possible attachments like Assurance report in full and without omissions, changes, or additions.

This statement is by the scope of the engagement solely intended to inform the Company as to the results of the mandated assessment. TÜV SÜD has not considered the interest of any other party in the selected sustainability information, this assurance report or the conclusions TÜV SÜD has reached. Therefore, nothing in the engagement or this statement provides third parties with any rights or claims whatsoever.

## Independence and competence of the verifier

TÜV SÜD South Asia Pvt Ltd. is an independent certification and testing organization and member of the international TÜV SÜD Group, with accreditations also in the areas of social responsibility and environmental protection. The assurance team was assembled based on the knowledge, experience and qualification of the auditors. TÜV SÜD South Asia Pvt Ltd. hereby declares that there is no conflict of interest with the Company.

Place, Date: Kolkata, 23-04-2026

Name: Prosenjit Mitra

General Manager- Verification, Validation and Audit

Management System Assurance

Name: Brototi Das

Verification Team Leader, TÜV SÜD  
Management System Assurance

### Annexure I

S.No	Attribute	Parameter	Cross reference to BRSR (P-Principles/ E- Essential Indicator)
1.	Green-house gas (GHG) footprint  Greenhouse gas emissions may be measured in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard*	Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)  Total Scope 2 emissions (Break-up of the GHG (CO <sub>2</sub> e) into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)  GHG Emission Intensity (Scope 1 +2)	P6-E7
2.	Water footprint	Total water consumption  Water consumption intensity  Water Discharge by destination and levels of Treatment	P6-E3 P6-E4
3.	Energy footprint	Total energy consumed  % of energy consumed from renewable sources  Energy intensity	P6-E1
4.	Embracing circularity - details related to waste management by the entity	Plastic waste (A) E-waste (B) Bio-medical waste (C) Construction and demolition waste (D) Battery waste (E) Other Hazardous waste. Please specify, if any. (G) Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector) Total waste generated ((A+B + C + D + E + F + G + H) Waste intensity 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	P6-E9
5.	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 (including contract-workforce e.g. workers in the company's construction sites)	P3-E1 P3-E11
6.	Enabling Gender Diversity in Business	Gross wages paid to females as % of wages paid	P5-E3 P5-E7



		Complaints on POSH	
7.	Enabling Inclusive Development	Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/ small producers and from within India  Job creation in smaller towns – Wages paid to persons employed in smaller towns (permanent or nonpermanent /on contract) as % of total wage cost	P8-E4 P8-E5
8.	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	P9-E7 P1-E8
9.	Open-ness of business	Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties	P1-E9