

Independent Assurance Statement

Independent Assurance Statement to Endurance Technologies Limited on its BRSR for the FY 2024-25

The Board of Directors,
Endurance Technologies Limited,
 E-92, MIDC Industrial Area,
 Waluj, Chh. Sambhajinagar,
 Maharashtra

Nature of the Assurance

SGS India Private Limited (hereinafter referred to as 'SGS India') was engaged by Endurance Technologies Limited (the 'Company' or 'ETL') to conduct an independent assurance of the Company's Business Responsibility and Sustainability Reporting (BRSR) (the 'Report') pertaining to the reporting period of April 1, 2024, to March 31, 2025. SGS India has conducted a Reasonable level of Assurance for BRSR core parameters. This assurance engagement was conducted in accordance with "International Standard on Assurance Engagements (ISAE) 3000 (Revised).

Reporting Framework

The Report has been prepared following the

- 1) BRSR Core-Framework for assurance and ESG disclosures for value chain (SEBI vide Circular No.SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122) dated July 12, 2023
- 2) MASTER CIRCULAR (SEBI vide Circular No.SEBI/HO/CFD/PoD2/CIR/P/2023/120) dated July 11, 2023
- 3) Greenhouse Gas Protocol standards
- 4) Industry Standards on Reporting of BRSR Core (SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177) dated December 20, 2024

Intended Users of this Assurance Statement

This Assurance Statement is provided with the intention of informing all Endurance Technologies Limited's Stakeholders.

Responsibilities

The information in the report and its presentation are the responsibility of the management of the Company. SGS India has not been involved in the preparation of any of the material included in the report.

Our responsibility is to express an opinion on the text, data, and statements within the defined scope of assurance, aiming to inform the management of the Company, and in alignment with the agreed terms of reference. We do not accept or assume any responsibility beyond this specific scope. The Statement

shall not be used for interpreting the overall performance of the Company, except for the aspects explicitly mentioned within the scope.

Assurance Standard

SGS has conducted an engagement in accordance with the International Standard on Assurance Engagement (ISAE) 3000(revised) (Assurance Engagements other than Audits or Reviews of Historical Financial Information). Our evidence-gathering procedures were designed to obtain a 'Reasonable' level of assurance, which is a high level of assurance in accordance with ISAE 3000(revised) standard but is not absolute certainty. It involves obtaining sufficient appropriate evidence to support the conclusion that the information presented in the report is fairly stated and is free from material misstatements.

Statement of Independence and Competence

The SGS Group of companies is the world leader in inspection, testing and assurance, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social and ethical auditing and training; environmental, social and sustainability report assurance. SGS affirm our independence from Endurance Technologies Limited, being free from bias and conflicts of interest with the organization, its subsidiaries and stakeholders.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment, and comprised auditors registered with ISO 26000, ISO 20121, ISO 50001, SA8000, RBA, QMS, EMS, SMS, GPMS, CFP, WFP, GHG Verification and GHG Validation Lead Auditors and experience on the SRA Assurance.

Scope of Assurance

The assurance process involved assessing the quality, accuracy, and reliability of BRSR Indicators (KPIs) within the report for the period April 1, 2024, to March 31, 2025. The reporting scope and boundaries include 22 manufacturing Plants, and 4 offices spread across different states in India

Independent Assurance Statement (Contd..)

Assurance Methodology

The assurance comprised a combination of desktop review, interaction with the key personnel engaged in the process of developing the report, on-site visits, and remote verification of data. Specifically, SGS India undertook the following activities:

- Assessment of the suitability of the applicable criteria in terms of its comprehensiveness, reliability, and accuracy.
- Interaction with key personnel responsible for collecting, consolidating, and calculating the BRSR core KPIs and assessing the internal control mechanisms in place to ensure data quality.
- Application of analytical procedures and verification of documents on a sample basis for the compilation and reporting of the KPIs.
- Assessing the aggregation process of data at the Head Office level.
- Critical review of the report regarding the plausibility and consistency of qualitative and quantitative information related to the KPIs.

Limitations

The assurance scope excludes:

- Disclosures other than those mentioned in the assurance scope.
- Data review outside the operational sites as mentioned in the reporting boundary.
- Validation of any data and information other than those presented in "Findings and Conclusion."

- The assurance engagement considers an uncertainty of $\pm 5\%$ based on the materiality threshold for Assumption/estimation/measurement errors and omissions.
- The Company's statements that describe the expression of opinion, belief, aspiration, expectation, aim to future intention provided by the Company, and assertions related to Intellectual Property Rights and other competitive issues.
- Strategy and other related linkages expressed in the Report.
- Mapping of the Report with reporting frameworks other than those mentioned in the Reporting Criteria above.

SGS India verified data on a sample basis; the responsibility for the authenticity of the data entirely lies with the Company. The assurance scope excluded forward-looking statements, product- or service-related information, external information sources and expert opinions. SGS India has not been involved in the evaluation or assessment of any financial data/performance of the company. Our opinion on financial indicators is based on the third-party audited financial reports of the Company. SGS India does not take any responsibility for the financial data reported in the audited financial reports of the Company.

Findings and Conclusions

Based on the procedures we have performed and the evidence we have obtained, we are satisfied that the information presented by the Company in its report, on the Core Indicators (as per annexure A) is complete, accurate, reliable, has been fairly stated in all material respects, and is prepared in line with the BRSR requirements.

For and on behalf of SGS India Private Limited

Sd/-
Ashwini K. Mavinkurve

Head – ESG & Sustainability
Services, SGS India

Pune, India 16th June 2025

Sd/-
Abhijit Joshi

Technical reviewer– ESG & Sustainability
Services, SGS India Pune, India

Sd/-
Ajinkya Sambre

Lead Verifier – ESG & Sustainability
Services, SGS India

Pune, India

Annexure A

The list of BRSR Core Indicators that were verified within this assurance engagement is given below:

S. No.	BRSR Core Attributes	Reasons for recall
1	Greenhouse gas (GHG) footprint	<ul style="list-style-type: none"> Total Scope 1 emissions Total Scope 2 emissions GHG Emission Intensity (Scope 1 +2)
2	Water footprint	<ul style="list-style-type: none"> Total water Extraction Total water consumption Water consumption intensity Water Discharge by destination and levels of Treatment
3	Energy footprint	<ul style="list-style-type: none"> Total energy consumed % of energy consumed from renewable sources Energy intensity
4	Embracing circularity	<ul style="list-style-type: none"> Plastic waste E-waste Bio-Medical Waste Construction and Demolition waste Battery waste Radioactive Waste Other hazardous waste Other non-hazardous waste Total waste generated Waste intensity Total waste recovered through recycling, re-using or other recovery operations Total waste disposed by nature of disposal method
5	Employee well-being and safety	<ul style="list-style-type: none"> Spending on measures towards well-being of employees as a % of total revenue from operations of the Company Details of safety related incidents for employees
6	Enabling gender diversity in business	<ul style="list-style-type: none"> Gross wages paid to females as % of total wages paid Complaints on POSH
7	Enabling inclusive development	<ul style="list-style-type: none"> Input material sourced from MSMEs/ small producers as % of total purchases directly sourced from MSMEs/ small producers and directly from within India Job creation in smaller towns - Wages paid to persons employed in smaller towns as % of total wage cost
8	Fairness in engaging with customers and suppliers	<ul style="list-style-type: none"> Instances involving loss/breach of data of customers as a percentage of total data breaches or cyber security events Number of days of accounts payable
9	Open-ness of business	<ul style="list-style-type: none"> Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING (BRSR)

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity -	L34102MH1999PLC123296
2.	Name of the Listed Entity	Endurance Technologies Limited (ETL)
3.	Year of incorporation	1999
4.	Registered office address	E-92, MIDC Industrial Area, Waluj,
5.	Corporate address	Chh. Sambhajinagar - 431 136, Maharashtra E-92, MIDC Industrial Area, Waluj,
6.	E-mail	Chh. Sambhajinagar - 431 136, Maharashtra investors@endurance.co.in
7.	Telephone	+91-240-2569600
8.	Website	www.endurancegroup.com
9.	Financial year for which reporting is being done	2024-25
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE), National Stock Exchange of India Limited (NSE)
11.	Paid-up Capital	INR 1,406,628,480
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	<ul style="list-style-type: none"> Mr. Anurang Jain Managing Director Contact number: +91 240 2569600 Email ID: corporate@endurance.co.in, vjr@endurance.co.in Mr. Rajendra Abhange Director and Chief Operating Officer Contact number: +91 240 2569600 Email ID: corporate@endurance.co.in
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosure under this report is made on a standalone basis.
14.	Name of the assurance provider	SGS India Private Limited
15.	Type of assurance obtained	Reasonable Assurance

II. Products/services

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

Sr. No.	Description of main activity	Description of business activity	% of turnover of the entity
1.	Manufacturing	Manufacturing of auto components	97.13%

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

Sr. No.	Product / Service	NIC Code	% of total turnover contributed
1.	Aluminium die-cast products	24320	38.91%
2.	Suspension products	30913	35.04%
3.	Braking systems and transmission products	30913	19.09%

Business Responsibility and Sustainability Reporting (Contd..)

III. Operations

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

Location	Number of plants	Number of offices	Total
National	19	5	24
International		Nil	

Note: Each of the Company's plants has offices that are not enumerated separately.

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	Pan India
International (No. of Countries)	32

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

2.37%. This is the exports as a percentage of revenue from customer contracts.

c. A brief on type of customers

Endurance Technologies Limited serves leading Original Equipment Manufacturers (OEMs) across the two, three and four-wheeler segments in both domestic and international markets. A complete solutions provider, the Company offers a comprehensive range of products across aluminium die-casting, suspension, transmission, braking systems, and embedded electronics for the vehicle segments it operates in. The Company's Aftermarket business addresses retail demand in India and select export markets, offering suspension, transmission, braking systems, and other value-added products through a wide network of distributors.

IV. Employees

20. Details as of the end of the financial year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	EMPLOYEES*					
1.	Permanent (D)	2,411	2,227	92.37%	184	7.63%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	Total employees (D + E)	2,411	2,227	92.37%	184	7.63%
	WORKERS					
4.	Permanent (F)	1,959	1,955	99.8%	4	0.2%
5.	Other than Permanent (G)	13,690	11,902	86.94%	1,788	13%
6.	Total workers (F + G)	15,649	13,857	88.55%	1,792	11.45%

Note: Outsourced and off-roll personnel have not been considered under Other than Permanent Employees. The headcount of 'Other than Permanent' workers has been calculated based on the average for the month of March. Except for wages, all data reported for these categories in the BRSR are derived using this average headcount for March.

b. Differently abled employees and workers: Not Applicable

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	0	0	0%	0	0%

Business Responsibility and Sustainability Reporting (Contd..)

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

21. Participation / Inclusion / Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	2	20%
Key Management Personnel*	2	0	0%

*During the period under review, Mr. Anurang Jain, Mrs. Varsha Jain, Mr. Rajendra Abhange were Directors of the Company as well as Key Management Personnel (KMP). Hence, they are excluded from the count of KMP.

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

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	16.36%	20.79%	16.63%	17.20%	24.16%	17.46%	22.10%	25.81%	22.20%
Permanent Workers	2.56%	22.22%	2.60%	2.09%	25.00%	2.14%	3.68%	0.00%	3.67%

In FY 2024- 25, the Company implemented a Voluntary Separation Scheme (VSS) for permanent workers in one of its plants.

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

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

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding / subsidiary / associate / joint venture	% of shares held by the listed entity	Does the entity indicated in column A participate in Business Responsibility initiatives of the listed entity? (Yes No)
1.	Endurance GmbH, Germany	Direct Subsidiary	100%	No
2.	Endurance Overseas SpA, Italy [^]	Direct Subsidiary	100%	No
3.	Endurance SpA, Italy	Indirect Subsidiary	100%*	No
4.	Endurance Engineering Srl, Italy	Indirect Subsidiary	100%*	No
5.	Endurance Casting SpA, Italy	Indirect Subsidiary	100%*	No
6.	Veicoli Srl, Italy	Indirect Subsidiary	100%*	No
7.	Endurance Two Wheelers SpA, Italy ^{^^}	Indirect Subsidiary	100%*	No
8.	GDS Sarl, Tunisia	Indirect Subsidiary	100%*	No
9.	Ingenia Automation Srl, Italy**	Indirect Subsidiary	100%*	No
10.	Maxwell Energy Systems Private Limited, India	Direct Subsidiary	61.50%	No

*Shares held by Endurance Overseas SpA, Italy, directly or indirectly.

[^] Name change pursuant to conversion from a "Limited Liability" to a "Public Limited" Company w.e.f. 20th January, 2025.

^{^^} Effective 1st January, 2025, New Fren Srl and Frenotecnica Srl, wholly owned subsidiaries of Endurance Overseas SpA, merged with Endurance Adler SpA, and the name of Endurance Adler SpA changed to Endurance Two Wheelers SpA.

**Became a subsidiary w.e.f. 31st May, 2024.

Business Responsibility and Sustainability Reporting (Contd..)

Note: As of 31st March 2025, and as of the date of this report, the Company has one associate company, TP Green Nature Limited ("TP Green"), in which the Company holds 26% of its share capital. However, the Company does not exercise any 'significant influence' in the management of its business affairs nor has any rights / obligations, except as its shareholder. Please refer to the 'Subsidiaries' section of the Corporate Governance Report on Page 125 for further details.

VI. CSR Details

24. (i) Whether CSR is applicable as per Section 135 of the Companies Act, 2013 (Yes / No): **Yes**
- (ii) Turnover (in ₹): **88,461.48 million**
- (iii) Net worth (in ₹): **43,480.09 million**

VII. Transparency and Disclosure Compliances

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

Stakeholder group from whom the complaint is received	Grievance Redressal Mechanism in Place (Yes / No) (If yes, then provide web-link for grievance redressal policy)	FY 2024-25			FY 2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes - Yes- Please refer to Principle 8, Essential Indicator 3.	0	0	-	0	0	-
Shareholders and Investors	Yes*	0	0	-	0	0	-

Business Responsibility and Sustainability Reporting (Contd..)

Stakeholder group from whom the complaint is received	Grievance Redressal Mechanism in Place (Yes / No) (If yes, then provide web-link for grievance redressal policy)	FY 2024-25			FY 2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Employees and Workers [^]	Yes - Please refer to Principle 3 Essential Indicator 6.	786	36	Working Conditions, Health & Safety, Welfare, Infrastructure, POSH, Wages and other related categories.	908	23	All pending complaints from FY2023-24 were resolved satisfactorily during the current reporting year.
Customers# (OEM and After Market Distributors)	Yes- Please refer to Principle 9 Essential Indicator 01.	770	21	All complaints were resolved within the established turnaround time. The outstanding complaints will be resolved within due course.	960	15	All pending complaints from FY2023-24 were resolved satisfactorily during the current reporting year.
Value Chain Partners (Suppliers and Vendors)	Yes+	0	0	No issues initiated through the ITS system.	02	0	All resolved
Other (please specify)	NA	NA	NA	NA	NA	NA	NA

Note: The status of complaints received and resolved is as of 31st March 2025.

* Shareholders and other investors can raise queries and concerns by sending an email to investors@endurance.co.in. Grievances / complaints can also be raised on the grievance redressal platform of SEBI – SCORES. Contact details of the designated officials of the Company responsible for assisting and handling investor grievances are provided on the Company's website at <https://www.endurancegroup.com/investor-relations/>. Additionally, the Company has a Stakeholders' Relationship Committee responsible for enquiry into and redressal of grievances of shareholders / security holders and investors.

+ The Company has an online "Issue Tracking System (ITS)" within the Endurance Vendor Portal (Vendor Access System) for suppliers to register and track the resolution of their issues / queries. Concerns are directed to plant-specific SPOCs responsible for resolution within a specified timeframe. The system also generates email notifications for Endurance SPOCs and supplier-side MD / CEOs. Short payments, quality, and business-related issues are not considered as grievances because they are usually closed within a defined timeline.

[^] Includes both employee and worker complaints and suggestions (permanent and other than permanent), including POSH complaints.

[#]The number of complaints includes concerns raised by distributors, including those on behalf of the end consumer. Any product replacements due to manufacturing defects are covered under the Company's replacement policy and are not included in this count.

Business Responsibility and Sustainability Reporting (Contd..)

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

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R / O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Environmental Impact (Climate, Energy, Waste)	<p>Risk</p> <p>Opportunity</p>	<p>With the rising risk of climate change, companies face increasing regulations and the associated cost of compliance.</p> <p>Additionally, there is an increasing expectation of Greenhouse Gas Emission reduction targets from regulators, customers and investors.</p> <p>Poor waste management may lead to pollution, regulatory violations, and health hazards.</p> <p>Effectively managing climate change, energy use, and waste offers significant opportunities for companies.</p> <p>Improving resource efficiency, especially in energy and waste, leads to cost savings and boosts competitiveness. Reducing greenhouse gas (GHG) emissions also helps minimise the Company's environmental impact, and a proactive approach to environmental management strengthens stakeholder trust while enhancing the Company's reputation in the market.</p>	<p>The Company ensures full compliance with Pollution Control Board guidelines and Environmental Protection regulations, including Extended Producer Responsibility (EPR). Committed to science-based emissions reduction targets (Science Based Targets initiative -SBTi), the Company is actively advancing its Scope 1, 2, and 3 emissions inventories along with the development of a Net-Zero Roadmap. The intention is to submit its near-term and long-term SBTi targets for validation in the financial year 2025-26. The Company's corporate sustainability team has developed a structured roadmap with defined goals and milestones to guide its transition toward sustainable operations.</p> <p>A key component of this strategy is the expansion of its renewable energy mix and the adoption of cost-efficient, innovative solutions to accelerate climate action. Energy conservation teams across all locations support the implementation of continuous improvements and the horizontal deployment of successful practices. Emphasis is placed on renewable energy efficiency, climate action, and circularity. Endurance continues to transition to cleaner fuels, adopt advanced energy-efficient technologies, and invest in systems such as heat recovery, high-efficiency compressors and fuel optimisation to reduce its overall energy footprint.</p> <p>A strong culture of training and innovation, backed by senior leadership commitment, a robust monitoring process, and a structured rewards and recognition mechanism, supports the Company's sustainability efforts. Employee engagement is further driven through sustainability workshops and innovation programmes, reinforcing the Company's long-term environmental goals.</p> <p>The Company follows the principles of 'Reduce, Reuse, and Recycle' (3R) to drive resource efficiency and advance its circular economy initiatives. To minimise chemical waste, the Company has implemented systems for returnable packaging and coolant recycling. Additionally, a substantial portion of aluminium scrap generated during operations is recycled, and the Company validated its 'Zero Waste to Landfill' (ZWTL) achievement at five sites during the year.</p> <p>For more details, refer to Principle 6, Essential Indicators 8 & 10 and Leadership Indicators 4. Additional details are available in the Annual Report, on Page no. 50 in the section titled 'Driving a greener tomorrow'.</p>	Positive and Negative

Business Responsibility and Sustainability Reporting (Contd..)

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R / O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Environmental Impact (Air, Water)	Risk	<p>Air and water pollution caused by manufacturing operations pose risks to public health and the ecosystems.</p> <p>Ineffective management of these aspects also poses a regulatory compliance risk.</p> <p>Without proper mitigation, these environmental impacts may lead to operational disruptions, financial penalties, and may jeopardise a Company's license to operate.</p> <p>There is increased demand for water for multiple uses, and there is increased water stress due to industrial and domestic demand for water. Addressing potential cost increases and ensuring continued water availability is essential for the Company's continued operations. The Company's plant in Narsapura, as per Central Ground Water Authority (CGWA) norms, is in a water-stressed zone.</p>	<p>The Company not only adheres to compliance with the applicable laws on water and air but also focuses on improving water management and building resilience. Through robust systems and comprehensive protocols, the Company monitors and reduces water consumption across its operations. The Company actively implements recycling and reuse practices wherever possible, including in cooling towers, household usage, and drip irrigation systems, to maximise water efficiency and minimise waste.</p> <p>Sewage Treatment Plants (STP) and Effluent Treatment Plants (ETP) are set up to treat wastewater as per the required limits. Water conservation measures include closed-loop water curtain systems in paint shops, and cascading rinse systems are used in surface treatments to save water. Additionally, the Company has invested in expanding rainwater harvesting, besides running focused CSR initiatives to enhance water resilience in local communities.</p> <p>Air emissions are monitored diligently to ensure compliance as well as guide corrective and improvement initiatives. The Company is committed to minimising air emissions through various initiatives such as power efficiency upgrades and fuel optimisation using magnetic resonators for cleaner fuel combustion. These efforts are designed to reduce particulate and gaseous emissions from operations. Additionally, efforts to improve fuel efficiency and motor management help lower its overall air pollution footprint. In the financial year, two plants turned 'water-positive'.</p> <p>Through focused water conservation efforts, there was a reduction in water intensity at the Narsapura plant.</p> <p>For more details, refer to the section titled 'Driving a greener tomorrow'. in the Annual Report on Page 50, Principle 6, Essential Indicators 5 (Water) and 8 (Air Pollution) and Leadership Indicator 4</p>	Negative
3	Customer Focus & Innovation	Opportunity	<p>Building a responsive and collaborative relationship with customers creates opportunities to quickly adapt to changing market trends and evolving needs. Embracing innovation enhances agility and drives product differentiation, improved offerings, and the development of unique solutions, leading to revenue diversification, increased competitiveness, and long-term business sustainability.</p>	<p>The Company's R&D and innovation strategy is centred around understanding the evolving customer needs. Guided by these insights, the Company is developing new products and technologies that deliver environmental and social benefits, such as light-weighting, enhanced energy recovery, and improved vehicle safety. With a strong legacy of creating proprietary, IP-driven innovations, the Company has consistently contributed to higher customer satisfaction, revenue growth and profitability. This innovative edge is safeguarded through strategic intellectual property protections, including patents, trademarks, and related measures.</p> <p>For more details, refer to the Annual Report section on 'Our Research and Development', Page 32 and Page 93 in the 'Technology Absorption' section of the, Annexure I to the Board's Report.</p> <p>Note: The Company, on a standalone basis and through its subsidiaries, continues to invest in R&D to play a meaningful role in the EV ecosystem.</p>	Positive

Business Responsibility and Sustainability Reporting (Contd..)

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R / O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Sustainable Supply Chain	Opportunity	<p>By integrating sustainable practices across its value chain, the Company reduces its environmental footprint and reinforces its commitment to environmental stewardship. This aligning with the Company's ESG framework and the expectations of its investors and customers. It enhances stakeholder trust and helps positions the Company as a responsible market leader.</p> <p>Addressing ESG-related risks within the value chain presents a strategic opportunity for the Company, enhancing its business model resilience, reducing exposure to environmental and social risks, and delivering long-term value to investors and stakeholders.</p>	<p>The Company fosters consistent and meaningful engagement with its supplier network, recognising collaboration as key to advancing its sustainability agenda. At the core of this engagement is the Endurance Vendor Association (EVA), a platform for regular dialogue, knowledge sharing, and alignment on ESG best practices. EVA enables suppliers to actively support the Company's environmental and social commitments while offering a channel for feedback to inform targeted improvements. The growing number of EVA participants reflects the expanding shared commitment to responsible business practices.</p> <p>The Company undertakes targeted awareness and capacity-building initiatives to strengthen the sustainability performance of its supply chain. These include ESG onboarding sessions, climate-focused workshops, and capability development programmes that promote certifications such as ISO 14001, ISO 45001, and GreenCo. The Company has identified key ESG parameters from the BRSR Core framework and trained its top suppliers to align with these requirements, ensuring a consolidated and standardised approach to sustainability across the supply chain. Supplier performance is regularly monitored through ESG audits, MDEHS (Manufacturing, Design, Environment, Health and Safety) reviews, and third-party assessments. Sustainability criteria are integrated into procurement evaluations to support Scope 3 GHG alignment, enable more responsible sourcing decisions, and enhance overall value chain resilience.</p> <p>For more details, refer to Principle 1, Leadership Indicator 1 and Principle 2, Leadership Indicator 2. Additional information is available in the Annual Report in the section 'Strategic sourcing and supply chain resilience' on Page 42.</p>	Positive
5	Health & Safety	Risk	<p>Health and safety are critical to business operations, as any deficiencies can lead to severe consequences, including workplace injuries, legal liabilities, operational delays, and reputational harm. Poor safety practices may result in reduced employee morale, increased absenteeism, and lower productivity, directly affecting business performance. Non-compliance with health and safety regulations can also attract regulatory penalties. Therefore, ensuring a safe and healthy work environment is not just a legal requirement but a strategic imperative supporting operational continuity and stakeholder confidence.</p>	<p>The Company is committed to maintaining a safe and healthy work environment for all employees, contract workers, and on-site personnel. Health and safety are treated as non-negotiable priorities, with a strict zero-tolerance policy toward unsafe behaviours and conditions. Safety leadership is driven from the top, with senior management conducting monthly cross-functional reviews to monitor progress against established safety objectives.</p> <p>A comprehensive Occupational Health and Safety Management System (OHSMS) has been implemented to proactively identify, assess, and mitigate workplace risks. Anchored in a "Safety First, Zero Harm" culture, the Company views employee well-being as a moral obligation and a strategic pillar aligned with its sustainability and business performance goals.</p> <p>Employee engagement is fostered through regular safety training, milestone recognitions, and "Know Your Policy" sessions. Additionally, health-focused initiatives such as anaemia awareness programmes are conducted to address specific wellness needs through education and preventive care.</p> <p>For more details, refer to Principle 3, Essential Indicators 10 and 12.</p>	Negative

Business Responsibility and Sustainability Reporting (Contd..)

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R / O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Labour Management	Risk	Labour relations are critical to the Company's operating model. Maintaining stable and harmonious labour relations ensures business continuity and fosters strong stakeholder relationships. Poor labour management can pose risks like workflow disruptions, reduced productivity, compliance challenges, and the potential for regulatory or legal issues arising from labour disputes. Therefore, the Company places high value on effective labour relations to support smooth, efficient operations across the business.	<p>The Company's workforce, comprising both permanent and contractual employees, is supported by a strong industrial relations team at each plant, aligning with the Company's Human Capital Management strategy. The Company operates within a robust governance framework, with clear policies addressing key areas such as wages, health and safety, human rights, grievance redressal, and collective bargaining. Medical and insurance benefits are provided to safeguard employees from occupational and non-occupational risks. In addition, the Company ensures awareness of eligibility and supports its contractual workforce in availing their entitlements under ESIC, LWF, as well as other government schemes.</p> <p>Going beyond compliance, the Company fosters a culture of engagement and continuous improvement. Initiatives such as the On-the-Spot Award program recognise exceptional contributions in real time, while the Mitra Buddy Program ensures smooth onboarding and integration of new employees. Regular medical camps and wellness talks support holistic well-being, and team-building activities like get-togethers and hobby-based clubs help strengthen interpersonal connections. These efforts are complemented by incentive structures linked to performance, attendance, and productivity, along with a comprehensive rewards and recognition system that reinforces alignment with organisational goals and drives long-term success.</p> <p>Labour management is anchored in the principles of human capital development; for more information, please refer to Page 37 of the Annual Report in the section 'Empowering our talent pool'.</p>	Negative

Business Responsibility and Sustainability Reporting (Contd..)

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R / O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7	CSR	Opportunity	By creating meaningful impact in communities and strengthening relationships with stakeholders, the Company's Corporate Social Responsibility (CSR) initiatives continue to build lasting goodwill. These positive outcomes reflect the Company's commitment to responsible and inclusive growth. Through a focused approach to CSR, the Company embraces its role as a corporate citizen. It remains dedicated to giving back to society in ways that align with its long-term sustainability vision.	<p>CSR is embraced by the Company as a strategic opportunity to generate meaningful impact beyond its core operations. The Company embeds social responsibility into its overall strategic framework by aligning CSR initiatives with its business objectives and core values. Through sustained engagement with local communities and the execution of programmes designed to meet their specific needs, the Company proactively helps address key social and environmental challenges of vulnerable and marginalised communities. One of the new initiatives demonstrating this commitment is the launch of the Mobile Medical Clinic, developed in partnership with Kamal Nayan Bajaj Hospital, in Chh. Sambhajinagar. This initiative, which reached and treated 4,850 patients in FY 2024–25, has substantially improved healthcare accessibility for underserved communities across 47 villages in Chh. Sambhajinagar district. Providing regular medical attention makes a significant difference in enhancing the well-being of these communities.</p> <p>For more details, refer to the 'Committed to communities' section of the Annual Report on Page 44 and Annexure II to the Board's Report, Annual Report on Corporate Social Responsibility (CSR) Activities on Page 97.</p>	Positive
8	Employee Experience	<div>Risk</div> <div>Opportunity</div>	<p>High attrition and low employee engagement negatively affect productivity, disrupt operational efficiency, and increase recruitment and training costs. Lack of focus on employee development may lead to loss of institutional knowledge, ultimately stalling innovation and reducing the Company's agility.</p> <p>The Company's position as an employer of choice is influenced by its commitment to enhancing the work environment, offering competitive compensation, and providing growth opportunities. These efforts drive higher employee engagement and retention while enriching the overall employee experience. A progressive company culture supports productivity, preserves quality and institutional knowledge, and strengthens the Company's competitive edge.</p>	<p>The Company's 4C HR framework—Culture, Competence, Career, and Connect is driven by a committed HR team and well-defined policies and resources to enhance employee development, well-being, engagement, and satisfaction and lays the foundation for a happy, thriving and inclusive workplace. To promote employee wellness and mental resilience, the Company regularly hosts impactful programs, including Wellness Webinars (covering stress management and brain fog), Self-Care and Self-Awareness sessions, and the Fitness Challenge and Wellness Month. Strategic initiatives such as the Endurance Leadership Academy (ELA) and ETL Talent Advancement Programme (E-TAP) are helping cultivate leadership and technical capabilities across all levels. Additionally, platforms like Shark Tank drive innovation by enabling employees to pitch transformative ideas, while tools such as the Net Promoter Score (NPS) survey and the WOW – Rewards and Recognition Portal support a culture of continuous feedback and appreciation. Engagement is further enriched through Appreciation Week and Hi-Five HR Connects, fostering transparency and two-way communication. The Company also prioritises employee support through structured grievance redressal mechanisms, managed by a dedicated Grievance Committee. Through this holistic and dynamic approach, the Company continues to build a skilled, motivated, and future-ready workforce that underpins its long-term success.</p> <p>Refer to Principle 3, Essential Indicator 6 for details. Additionally, refer to Page 37 of the Annual Report in the section 'Empowering our talent pool'.</p>	Positive and Negative

Business Responsibility and Sustainability Reporting (Contd..)

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R / O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
9	Diversity	Opportunity	Embracing diversity fuels innovation and sparks creativity by combining various perspectives and experiences. A diverse workforce is more adept at understanding and meeting the needs of a broad customer base, which leads to better products and services. Inclusive workplaces attract top-tier talent and boost reputation and employee morale. When leadership reflects a variety of backgrounds, decision-making and problem-solving become more dynamic and effective. Teams made up of individuals with different viewpoints tend to be more productive, delivering stronger results through their unique insights and collaborative approaches.	<p>The Company remains committed to building a diverse and inclusive workplace and focuses on gender, age and regional diversity. The actions are driven through the Equal Employer Policy and the Endurance Diversity, Equity, and Inclusion Committee (EDEIC). The Company has made steady progress in female representation at leadership positions, with 100+ female employees at O1 and above levels. Programmes like Winning with Women (WWW) continue to empower female employees through networking and development opportunities. A web-based training module on DEI was launched, along with targeted workshops for leaders to address unconscious bias and foster inclusive teams. The SHE Endurance Drive and the Diversity Referral Program have been instrumental in promoting inclusive hiring, particularly for Plant HR roles, and in enhancing female participation. Additionally, tailor-made training under the Endurance Leadership Academy is helping develop diverse talent pipelines for the future.</p> <p>The most significant impact in improving gender diversity has been achieved with the contractual workforce. A combination of focused recruitment drives and the provision of benefits, including security personnel escorting women workers, has supported these activities. In addition, the Company organises focused health and wellness sessions for the female workforce while also educating them on POSH and related protection and provisions. The Company has identified and collaborated with a number of institutions and works with its contract labour providers to ensure that it is able to access a greater proportion of female workers.</p> <p>For more details, please refer to the Page 37 of the Annual Report in the section 'Empowering our talent pool'.</p>	Positive
10	Human Rights	Risk	Legal complications, financial penalties, and employee dissatisfaction can be triggered when human rights standards are violated within the Company's operations or supply chains. These consequences can disrupt productivity, damage the Company's reputation, and erode consumer trust, ultimately leading to a decline in sales. Additionally, costly delays and operational interruptions often result from labour disputes or child labour allegations, which can increase production costs and compromise supply chain efficiency.	The Company is committed to upholding and protecting human rights throughout its operations and supply chain. This commitment is actively reinforced through structured audit protocols, regular assessments, and advanced digital monitoring systems to ensure continuous compliance with human rights standards. Human rights considerations are embedded in all contractual agreements with contractors, vendors, and suppliers, promoting accountability across the entire value chain. The Company focuses on ensuring fair wages, supporting freedom of association, and complying with legal and regulatory requirements. The Company maintains strict policies against discrimination, child and forced labour, and enforces comprehensive prevention measures related to Sexual Harassment (POSH) in the workplace. For more details, please refer to Principle 5 of this BRSR.	Negative

Business Responsibility and Sustainability Reporting (Contd..)

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R / O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
11	Risk Management	Risk	<p>Enterprise Risk Management (ERM) plays a critical role in corporate governance by strengthening the Company's resilience against financial and non-financial risks, including external challenges such as climate change and natural disasters. Inadequate risk identification and mitigation can expose the Company to operational disruptions, threats to business continuity, environmental damage, and reputational harm, potentially resulting in legal complications, regulatory breaches, and a decline in market share.</p> <p>Investors recognise Environmental, Social, and Governance (ESG) risks as key indicators of a company's ability to meet the expectations of a diverse stakeholder base.</p>	<p>Risk Management is overseen by the Board constituted Risk Management Committee, ensuring a robust framework considering a broad spectrum of risks, including ESG risks. The Company maintains a comprehensive Risk Management Policy with established mechanisms for identifying, assessing, and mitigating various risks. Reflecting its long-term vision, the Company actively strengthens its approach by integrating stakeholder feedback into its risk management and strategic planning processes. There is an appropriate delegation of risk management and resource allocation across departments and locations with robust disaster recovery and business continuity plans. For more details on the latter, please refer to Principle 6, Leadership Indicator 5.</p> <p>The Company stays attuned to changing expectations and emerging opportunities through a strong stakeholder engagement and management system. This proactive approach towards corporate governance helps ensure compliance with relevant regulations and goes beyond to create long-term value.</p> <p>For more details on the composition and Terms of Reference of the Risk Management Committee, please refer to the Corporate Governance Report section of the Annual Report on Page 118.</p>	Positive
12	Information Security and Data Privacy	Risk	<p>Neglecting data protection and intellectual property safeguards can lead to significant financial, reputational, and legal consequences, disrupting business operations and impacting stakeholders. This risk is further heightened by vulnerabilities in remote work setups and USB data leaks. Rising cyber threats threaten data privacy, compromising the confidentiality of sensitive information.</p>	<p>Cybersecurity threats are effectively dealt with, and data privacy obligations are met through the Company's robust ISMS system. ISO 27001 certification is continually maintained by the Company, supported by its vendors and partners to address any emerging threats. This is reinforced by necessary training and awareness for all personnel, alongside strong disaster management and business continuity measures.</p> <p>For more details, refer to Principle 9, Essential Indicator 5.</p>	Negative

Business Responsibility and Sustainability Reporting (Contd..)

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Note 1	Yes	Yes
b. Has the policy been approved by the Board? (Yes / No) **	Yes	No	Yes	Yes	Yes	No	Note 1	Yes	No
c. Web Link of the Policies, if available	Note 2	Note 2	Note 2	Note 2	Note 2	Note 2	Note 2	Note 2	Note 2
2. Whether the entity has translated the policy into procedures. (Yes / No) ^s	Yes	Yes	Yes	Yes	Yes	Yes	Note 1	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes / No)	Yes	Yes	Yes	No	Yes	Yes	N.A	No	Yes
4. Name of the national and international codes / certifications / labels / standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Truste) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<p>The Company has adopted the relevant national and international standards and certifications.</p> <ul style="list-style-type: none"> • IATF 16949 certification across 14 plants. • ISO9001:20015 certification across 5 plants. • ISO 14001:2015 and BS ISO 45001:2018 certification across 9 plants. • ZWTL Platinum Certification from TUV India across 6 plants. • GreenCo Gold Certification at one of its plants. • ISO 27001:2013 								
5. Specific commitments, goals, and targets set by the entity with defined timelines, if any.	<p>The Company has taken long-term and short-term ESG targets. They are set on a baseline year FY 2019-2020.</p> <p>Long Term Targets: 2030</p> <ul style="list-style-type: none"> • Achieve 50% carbon neutrality by 2030. • 50% of the total energy from renewable sources by 2030. • Aspire for Zero Waste to Landfill (ZWTL) for all manufacturing sites by 2030. • Aim for 15% female representation in our permanent employees and 10% in permanent workers. <p>Short Term Targets: 2026-27</p> <ul style="list-style-type: none"> • Achieve 2.5% Y-o-Y carbon neutrality. • Y-o-Y 5% increase in renewable electrical energy. • Zero Waste to Landfill (ZWTL) for 12 manufacturing sites. • 3% Y-o-Y reduction in water intensity per million rupees. • Y-o-Y 2% increase in female representation in permanent employees and 1% increase in permanent workers. • Plant 4,00,000 trees in financial year 2026. 								

Business Responsibility and Sustainability Reporting (Contd..)

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
6. Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same are not met.	<p>The Company's performance in 2024-25 against 2030 goals on a baseline year FY 2019-2020 is presented below:</p> <ul style="list-style-type: none"> • Achieved 45% Carbon Neutrality. • Submitted formal commitment to SBTi for setting Net Zero targets in September 2024. • 37.3% reduction in the Scope 1 and 2 emission Intensity per rupee. • 25% of total electrical energy from renewable sources. • Achieved ZWTL (Zero Waste to Landfill) platinum-level at 6 plants. • 1,287 MT of waste redirected from landfill, resulting increase in recycling rate from 91% in FY 23-24 to 96% in FY 24-25. • ~ 2X Female permanent employee headcount (8% gender diversity). • ~30% increase in female "other than permanent" workers (13% gender diversity). • 17.63% reduction in Water Intensity per million rupees. • Planted 2,20,000 trees under afforestation and ecological restoration. • Additionally, the Company was awarded GreenCo Gold for one its plants. 								

Note 1: The Company is a member of various industry associations and trade bodies (Principle 7, Essential Indicator 1). However, Endurance does not take public policy positions (Principle 7, Leadership Indicator 1). Hence, the Company currently does not need a policy on Responsible Public Policy Advocacy.

** The policies have been approved either by the Board of Directors or, in cases where Board approval is not mandated, by the Managing Director in accordance with his delegated authority and implementation responsibilities.

§ The Company has defined Standard Operating Procedures (SOPs) and guidelines which are internally available and accessible to all employees of the Company.

Note 2: The Company has identified the key principle-wise policies from a compliance and materiality perspective and these are tabulated below:

P1	<ul style="list-style-type: none"> • Code of Conduct for Directors and Senior Management Personnel (SMP) https://www.endurancegroup.com/wp-content/uploads/2022/11/code-of-conduct-for-directors-and-smp-april-2024-1.pdf. • Vigil Mechanism-Cum-Whistle Blower Policy https://www.endurancegroup.com/wp-content/uploads/2022/11/vigil-mechanism-cum-whistle-blower-policy.pdf • Endurance Code of Conduct Policy: https://www.endurancegroup.com/wp-content/uploads/2023/06/endurance-code-of-conduct-ECOC.pdf • Anti-Corruption and Anti-Bribery Policy: https://www.endurancegroup.com/wp-content/uploads/2025/07/anti-corruption-and-anti-bribery-policy.pdf
P2	<ul style="list-style-type: none"> • Quality Policy* • Sustainable Sourcing Policy* • Supplier Code of Conduct*
P3	<ul style="list-style-type: none"> • Equal Opportunity Employer Policy: https://www.endurancegroup.com/wp-content/uploads/2025/07/equal-opportunity-employer-policy.pdf • Endurance Code of Conduct Policy: https://www.endurancegroup.com/wp-content/uploads/2023/06/endurance-code-of-conduct-ECOC.pdf • Environment, Health and Safety Policy: https://www.endurancegroup.com/wp-content/uploads/2025/07/Environment-Health-and-Safety-Policy.pdf

Business Responsibility and Sustainability Reporting (Contd..)

P4	<ul style="list-style-type: none"> Stakeholders Relationship Policy: https://www.endurancegroup.com/wp-content/uploads/2025/07/Stakeholder-Engagement-Policy.pdf Corporate Social Responsibility Policy: https://www.endurancegroup.com/wp-content/uploads/2022/11/Corporate-Social-Responsibility-Policy.pdf Dividend Distribution Policy: https://www.endurancegroup.com/wp-content/uploads/2022/11/Dividend-Distribution-Policy.pdf
P5	<ul style="list-style-type: none"> Human Rights Policy: https://www.endurancegroup.com/wp-content/uploads/2025/07/human-rights-policy.pdf Endurance Code of Conduct Policy: https://www.endurancegroup.com/wp-content/uploads/2023/06/endurance-code-of-conduct-ECOC.pdf Equal Opportunity Employer Policy: https://www.endurancegroup.com/wp-content/uploads/2025/07/equal-opportunity-employer-policy.pdf
P6	<ul style="list-style-type: none"> Sustainability and Climate Risk Policy⁺
P8	<ul style="list-style-type: none"> Corporate Social Responsibility Policy: https://www.endurancegroup.com/wp-content/uploads/2022/11/Corporate-Social-Responsibility-Policy.pdf
P9	<ul style="list-style-type: none"> Quality Policy⁺ Information Security Management Policy⁺

⁺ These are internal policies that are shared with relevant external stakeholders as needed. The Quality as well as Health and Safety policies are prominently displayed at all of the Company's facilities.

Governance, leadership, and oversight

7. Statement by the director responsible for the business responsibility report, highlighting ESG-related challenges, targets, and achievements:

The reporting year has been a testament to our unwavering commitment to ESG principles, as we made significant strides toward a responsible and future-ready organisation. We have made steady progress against our ESG goals thanks to concentrated focus and appropriate resources allocation.

The Company took a significant step by committing to SBTi in September 2024, aligning our decarbonisation efforts with global standards. Our operations achieved 45% carbon neutrality, driven by a 25% renewable energy mix and a 37.3% reduction in emission intensity (Scope 1 and 2) per rupee of turnover since FY 2019–20.

One of our plants earned the GreenCo Gold certification, underscoring our leadership in sustainable manufacturing. Additionally, six plants secured Platinum-level Zero Waste to Landfill certification from TUV India. Through innovative waste management, the Company diverted 1,287 MT of waste from landfills, boosting our recycling rate from 91% to 96%. Furthermore, our water conservation initiatives reduced water intensity by 17.63% per rupee, and our afforestation efforts saw over 220,000 trees planted, reinforcing our ecological restoration goals.

Looking ahead, the Board and senior leadership of the Company is committed to deepening ESG integration across our value chain. Our priorities include scaling renewable energy adoption, enhancing digital monitoring for greater transparency, and strengthening supplier capabilities. We are poised to elevate our organisation by fostering a culture of continuous learning, championing gender diversity, and prioritising workforce well-being. These efforts will amplify and accelerate our positive social impacts, underpinned by robust governance frameworks that ensure resilient and responsible operations.

These achievements reflect the dedication of our people, partners, and leadership to building a future-ready organisation. I extend my sincere gratitude to all stakeholders for their unwavering support as we continue this transformative journey.

Business Responsibility and Sustainability Reporting (Contd..)

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

Mr. Anurang Jain
Managing Director,
DIN: 00291662
Contact number: +91 240 2569600
Email ID: corporate@endurance.co.in / vjr@endurance.co.in
Mr. Rajendra Abhange
Director and Chief Operating Officer,
DIN: 10632906
Contact number: +91 240 2569600
Email ID: corporate@endurance.co.in

9. Does the entity have a specified Committee of the Board / Director responsible for decision-making on sustainability-related issues? (Yes / No). If yes, provide details.

The Risk Management Committee of the Board is responsible for decision-making on sustainability-related issues. The Company conducts Board familiarisation programmes on progress on various aspects of the Company's ESG strategy. ESG risks and opportunities are included in the periodic review by the Risk Management Committee. The Management has constituted an ESG Committee to review the performance of the Company on its material priorities, which is supported by a task force. The task force is responsible for data management and the implementation of improvement initiatives. In addition, the CSR Committee oversees the Company's community development activities.

10. Details of Review of NGRBCs by the Company:

Subject for review	Indicate whether the review was undertaken by the 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 the above policies and follow-up action										Annually or on a need basis								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances										Annually or on a need basis								

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

Business Responsibility and Sustainability Reporting (Contd..)

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)							Yes, Principle 7 is currently not material		
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes / No)							Not Applicable		
The entity does not have the financial or / human and technical resources available for the task (Yes / No)							Not Applicable		
It is planned to be done in the next financial year (Yes / No)							Not Applicable		
Any other reason (please specify)							Refer to Note 1 above		

*Independent assessments and evaluations of the Company's policies and operational practices are periodically conducted by reputed certifying bodies.

- 14 of the Company's plants are certified under IATF 16949 by TUV NORD (Principle 2).
- 5 of the Company's plants are certified under ISO 9001:2015 by TUV NORD, and all plant locations comply with the requirements of this quality management standard (Principles 2 and 9).
- 9 of the Company's plants are certified under ISO 14001:2015 (environmental management – Principle 6) and BS ISO 45001:2018 (occupational health and safety – Principle 3) by TUV NORD.
- Additionally, the Company has achieved enterprise-level ISO 27001 certification by British Standards Institution (BSI), (Principle 9).
- ZWTL certification from TUV India and GreenCo Gold Award for Principle 2 and Principle 6.
- Any additional external assessments will be considered as the Company continues to enhance its sustainability and compliance frameworks.

Business Responsibility and Sustainability Reporting (Contd..)

SECTION C: PRINCIPLE-WISE PERFORMANCE

PRINCIPLE

1

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

Essential Indicators

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

Segment	Total number of training and awareness programs held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors Key Managerial Personnel	15	The familiarisation programmes and other Company updates include EHS (Environment, Health and Safety), Legal and Secretarial, greenfield projects, workforce management, R&D (Research and Development), CSR (Corporate Social Responsibility), ESG (Environment, Social, Governance), sustainability, and other aspects of the Business of the Company. These are aligned with the responsibilities of the Board, SEBI (LODR) Regulations, 2015, and all the BRSR Principles, excluding Principle 7. The details are available at: https://www.endurancegroup.com/wp-content/uploads/2025/04/Details-of-Familiarisation-Programme-2024-25.pdf	100%
Employees other than BoDs and KMPs	315	All the principles of BRSR, except Principle 7 are covered under the training programmes. These include behavioural, functional, leadership and personal well-being among others.	92%
Workers	597	Principles 3 and 5 with a focus on Skill Upgradation, Health and Safety and POSH	100%

Note: Only formal sessions have been reported for workers. Coverage including induction and on-the-job trainings is 100%.

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

Monetary					
	NGRBC Principle	Name of regulatory / enforcement agencies / judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes / No)
Penalty / Fine	Nil	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Settlement	Nil	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Compounding Fee	Nil	Not Applicable	Not Applicable	Not Applicable	Not Applicable

Business Responsibility and Sustainability Reporting (Contd..)

Non-Monetary				
	NGRBC Principles	Name of regulatory / enforcement agencies / judicial institutions	Brief of the case	Has an Appeal been preferred (Yes / No)
Imprisonment	Nil	Not Applicable	Not Applicable	Not Applicable
Punishment	Nil	Not Applicable	Not Applicable	Not Applicable

Note: In the table above, disclosure is provided based on materiality as specified in Regulation 30 of the SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015. Other disclosures made by the Company, pursuant to the notification No. SEBI / LAD-NRO / GN / 2023 / 131 dated 14th June 2023 issued by the Securities Exchange Board of India, relating to fines and penalties, is available on the website of the Company at <https://www.endurancegroup.com/investor-relation/announcements-and-notices/>.

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

Case Details	Name of the regulatory / enforcement agencies / Judicial institutions
Not Applicable	Not Applicable

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

Yes, the Company has an Anti-Corruption and Anti-Bribery Policy to uphold the highest standards of integrity, transparency, and ethical conduct. The policy reflects the Company's zero-tolerance stance against all forms of corruption and bribery, including but not limited to offering, promising, giving, or receiving improper payments or benefits to gain an unfair business advantage. It applies to all directors, employees, trainees, and third parties acting on behalf of the Company, such as agents, contractors, and consultants. The policy outlines explicit prohibitions, reporting mechanisms, and compliance responsibilities to ensure adherence across all levels of operation. Any suspected violation is to be reported in accordance with the Vigil Mechanism-cum-Whistle Blower Policy. The Anti-Corruption and Anti-Bribery Policy is publicly accessible on the Company's official website at: <https://www.endurancegroup.com/wp-content/uploads/2025/07/anti-corruption-and-anti-bribery-policy.pdf>.

Additionally, the Company's zero-tolerance approach to bribery and corruption is also addressed by the Code of Conduct for Employees that is included under the Endurance Code of Conduct (ECOC), which is available on the Company's website at <https://www.endurancegroup.com/wp-content/uploads/2023/06/ECOC.pdf>.

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

	FY 2024-25	FY 2023-24
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

Particulars	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	Not Applicable	Nil	Not Applicable
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	Not Applicable	Nil	Not Applicable

Business Responsibility and Sustainability Reporting (Contd..)

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

No corrective actions were needed as no cases of corruption or conflicts of interest occurred in the financial year 2024-25.

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

	FY 2024-25	FY 2023-24
Number of days of accounts payables	38.80	37.26

Note: The days of accounts payable for financial year 2024- 25, have been restated as per guidance from the Industry Standards Note on BRSR Core (SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated December 20, 2024). The relevant items under Trade Payables as reported in the financial statement are included against Accounts Payable.

SGS India Private Limited has provided reasonable assurance on data reported under this indicator.

9. Openness of business: Provide details of the concentration of purchases and sales with trading houses, dealers, and related parties along with loans and advances & investments, with related parties:

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	2.39%	1.82%#
	b. Number of trading houses where purchases are made from	922	804
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	37.14%	34.46%
Concentration of Sales	a. Sales to dealers/distributors as % of total sales*	6.08%	5.85%
	b. Number of dealers/distributors to whom sales are made	484	495
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	25.81%	25.93%
Share of RPTs in	a. Purchases (Purchases with related parties /Total Purchases)	0.18%	0.21%#
	b. Sales (Sales to related parties/ Total Sales)	0.73%	0.13%
	c. Loans & advances (Loans & advances given to related parties /Total loans & advances)*	27.01%	84.03%
	d. Investments (Investments in related parties/ Total Investments made)	97.00%	94.85%

Notes:

#The data on Total Purchases in Concentration of Purchases and Purchases in Share of RPT's for financial year 2023- 24 have been restated as per guidance from the Industry Standards Note on BRSR Core (SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated December 20, 2024).

*Sales are primarily to OEM customers. Aftermarket sales are through dealers and distributors. The value considered for Total sales is the Revenue from Operations. SGS India Private Limited has provided reasonable assurance on the data reported under this indicator.

Business Responsibility and Sustainability Reporting (Contd..)

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 the value of business done with such partners) under the awareness programmes
02	Supplier Capability Assessment covering environmental statutory and regulatory norms, regulatory norms related to banned substances, company laws, and regulations like PT / PF / ESIC, employee age, safety policies, safety at work, safety culture, etc. (11 suppliers)	
01	HIRA (105 suppliers)	
01	Basics of Electrical Safety (20 Suppliers)	
01	CTE, CTO application, and related clauses requirements. (85 suppliers)	
01	Powder coating Process, Troubleshooting and resolution 14 Supplier (17 Participants)	36.90%
01	BRSR Compliance and ESG Data Reporting 12 Suppliers	
01	Plating process and Troubleshooting 16 Suppliers (18 Participants)	
21	Training to aftermarket vendors (Physical and Online)	
597	Standalone Health and Safety, upskilling and POSH training for contractual workers	
50#	Product information along with features, advantages, and benefits, Product Installation Guidelines across Engagement initiatives including booster campaigns, mechanic association and retailer meets, and product launch events.	No direct value can be determined

*These awareness programmes are conducted for downstream value chain partners (retailers and mechanics) who are not the Company's direct customers; hence, the sales value generated from these is not currently evaluated.

#In addition to these 172 Free Service Campaigns and 7 Van Campaigns are conducted for aftermarket distributors to strengthen channel relationships, enhance product knowledge, and drive on-ground brand visibility.

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

Yes, to ensure the Company's interests are given the utmost priority, a detailed Code of Conduct for Directors and Senior Management Personnel (Code) has been adopted. The Code mandates to disclose conflicts of interest, and personal interests in transactions that could potentially conflict with the Company's objectives are to be declared by Directors and senior executives. Serving as a Director in any competing entity is explicitly restricted unless prior consent is obtained from the Board, thereby promoting transparency and effective conflict oversight. The Code can be reviewed at: <https://www.endurancegroup.com/wp-content/uploads/2022/11/code-of-conduct-for-directors-and-smp-april-2024-1.pdf>.

As per Regulation 26(5) of the SEBI Listing Regulations, all material financial or commercial transactions are to be declared by the Directors and senior management, especially when personal interests conflict with the Company's operations. The Company regularly obtains these declarations to maintain compliance and transparency. Following SEBI norms, the Company has also established a robust Insider Trading Policy, which prohibits any trading activity in its securities by Insiders, including Directors and Designated Persons, while in possession of Unpublished Price Sensitive Information (UPSI). Confidentiality, fair disclosure, and control over sensitive information form the foundation of this policy.

This policy is implemented and enforced by the Compliance Officer, responsible for trade pre-clearances, monitoring activities, and investigating potential violations. Anyone who breaches these guidelines may face disciplinary action, regulatory sanctions, and legal consequences. This reflects the Company's dedication to upholding market integrity and regulatory compliance. For more details, refer to the Company's policy on Prevention of Insider Trading at: <https://www.endurancegroup.com/wp-content/uploads/2022/11/Code-of-Conduct-for-Prevention-of-Insider-Trading-2025-1.pdf>.

Business Responsibility and Sustainability Reporting (Contd..)

SECTION C: PRINCIPLE-WISE PERFORMANCE

PRINCIPLE

2

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

Essential Indicators

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

Particulars	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R&D+	100%	90.9%	R&D projects to improve rider safety, energy recovery, material conservation, light-weighting and other improvements in environmental and social impacts. For more details, refer to the Annual Report section on 'Our Research and Development', Page 32 and Page 93 in the 'Technology Absorption' section of Annexure I to the Board's Report.
Capex	19.6% *	11%	All investments that have an impact on Environmental and Social performance including those that enhance health and safety, waste management, efficiency improvement and environmental performance (e.g., ZLD, STP, and energy-saving technologies). This also includes investments that improve safety, quality, and productivity, as they contribute to reducing resource consumption and minimising the environmental footprint, thereby supporting the protection of our planet. For more details, refer to Page 93 in the 'Conservation of Energy' section of Annexure I to the Board's Report.

+ The Company's R&D projects are tailored to market and customer needs by product category. Currently, the Company does not monitor R&D spending at a project level with capital and operations expenses in a common pool. The %age is estimated based on the count of projects with specific improvements in environmental and social impacts among the total count of R&D projects.

* Capex in green building and energy-efficient equipment for new plants has not been considered in the calculations. ~54% of Capex has a positive social and environmental impact if Capex in new plants is also considered.

2. a. Does the entity have procedures in place for sustainable sourcing?

Yes, the Company has implemented a robust set of procedures for sustainable sourcing. Suppliers are selected based on their alignment with quality, safety, proximity to the Company's plant locations, certifications and sustainability performance standards. The Supplier Code of Conduct for the Company was revised in the reporting period, and self-certification on its compliance was received from all of its raw material and parts suppliers. This helps establish the Company's expectations on environmental, social, and ethical as well as health and safety (EHS) norms. The Company conducts audits on system, process, capability, safety, integrity and social parameters for its suppliers both periodically and on a "surprise" basis. Suppliers have been prioritised based on the value of purchase, the environmental impacts of their operations and supplier risk assessment criteria. The coverage for audits has been planned progressively to ensure a balance between coverage and impact.

The Company also works with its partners to improve their sustainability performance through capability building and best practices sharing sessions. In addition, the Company has undertaken an exercise to help drive improvements in the environment and other compliances among identified suppliers and monitors their progress. The Company has also co-innovated to develop sustainability improvement outcomes, including some, where joint patents have been granted. In addition, the Company has also implemented initiatives related to the circular economy as part of its green supply chain agenda by expanding the use of returnable, reusable and recyclable packaging solutions.

Business Responsibility and Sustainability Reporting (Contd..)

Additional details on sustainable sourcing and green supply chain are available on Page 42 of the Annual Report. The awareness and capacity-building programs conducted for the year are mentioned under Principle 1, Leadership Indicator 1.

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

52.6%. In the reporting year, in addition to other initiatives, the Company has also developed a comprehensive set of criteria for its suppliers to self-assess their ESG maturity. 69 Suppliers (33%) have provided feedback based on this self-assessment exercise. In addition, 31 Suppliers, 32.14% participate in sharing their performance on a variety of ESG parameters. Capital Expenditure with positive sustainability impacts has been undertaken using the Company's sustainable sourcing criteria.

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

The Company manufactures auto components and supplies them to OEMs and their dealers through its aftermarket channel. In accordance with the guidelines set by the Ministry of Road Transport and Highways of India (MoRTH), OEMs have adopted effective end-of-life vehicle (ELV) strategies. These strategies focus on increasing circularity throughout the vehicle life cycle, starting with the design phase, incorporating recycled materials, and continuously enhancing sustainable product packaging. Given that the Company's customers are not the final consumers of the products, it cannot reclaim its products directly. For its Aftermarket products, the Company has an exchange policy for parts with manufacturing defects. Plastics and packaging fall under the Extended Producer Responsibility (EPR), with details provided in Principle 2, Essential Indicator 4. Additionally, all other waste generated from its operations, such as E-waste, hazardous waste, and others, is managed as detailed in Principle 6, Essential Indicator 10.

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 EPR plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Yes, under the Plastic Waste Management & Handling Rules, 2016, the Company is responsible for managing plastic waste generated across all its operations through Extended Producer Responsibility (EPR). The Company uses Plastic for the packaging of its auto-component products and is registered as a "Brand Owner" and as an "Importer". The EPR plan is submitted to the Central Pollution Control Board (CPCB). The Company successfully recycled 951 MT of plastic in collaboration with authorised recycling vendors during financial year 2023- 24, and the certification from these vendors has been submitted to the CPCB as part of the annual EPR required is 833 MT for FY 2024-25 which will be complied before due date as per CPCB.

Leadership Indicators

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

NIC Code	Name of Product / Service	% of total Turnover contributed	The boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by an independent external agency (Yes / No)	Results communicated in the public domain (Yes / No) If yes, provide the web link.
30913	Suspension	35.04%	Cradle to Grave	Yes	No
30913	Disc Brake Assembly (Including rotary disc)	14.04%	Cradle to Grave	Yes	No

The Company initiated the Life Cycle Assessments for its suspension and braking systems products in financial year 2024-25.

Business Responsibility and Sustainability Reporting (Contd..)

2. If there are any significant social or environmental concerns and / or risks arising from the 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
Suspension	Transport and distribution are major contributors to environmental impacts such as global warming, ecotoxicity, resource depletion, and toxicity. Raw material sourcing and end-of-life waste management also present risks, particularly concerning resource depletion and material toxicity.	Redesigned suspension components for easier disassembly and material recovery. Optimised logistics to reduce transport-related emissions by at least 15%. Enhanced material circularity and waste management practices to minimise environmental impact.

Note: The Company is currently in the process of interpretation of risks/impacts identified during the LCA exercise for Disc Brake Assembly

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2024-25	FY 2023-24
Aluminium Ingots	75%	75%

Note: This excludes the aluminium which is reused in our own operations.

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

Particulars	FY 2024-25			FY 2023-24		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	Not Applicable – Please refer to Principle 2, Essential Indicator 3 for details.					
E-waste						
Hazardous waste						
Other Waste						

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in the respective category
Not Applicable – Please refer to Principle 2, Essential Indicator 3 for details.	

Business Responsibility and Sustainability Reporting (Contd..)

PRINCIPLE 3

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
	Permanent Employees										
Male	2,227	2,227	100%	2,227	100%	0	0%	0	0.00%	2,200	98.79%
Female	184	184	100%	184	100%	184	100%	0	0.00%	169	91.85%
Total	2,411	2,411	100%	2,411	100%	184	100%	0	0.00%	2,369	98.26%
	Other than Permanent employees										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

NA: 'Not Applicable'

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

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
	Permanent workers										
Male	1,955	1,955	100%	1,955	100%	0	0%	0	0%	1,955	100%
Female	4	4	100%	4	100%	4	100%	0	0%	4	100%
Total	1,959	1,959	100%	1,959	100%	4	100%	0	0%	1,959	100%
	Other than Permanent workers										
Male	11,902	11,902	100%	11,902	100%	0	0%	0	0%	11,902	100%
Female	1,788	1,788	100%	1,788	100%	1,788	100%	0	0%	1,788	100%
Total	13,690	13,690	100%	13,690	100%	1,788	100%	0	0%	13,690	100%

NA: 'Not Applicable'

Note: Other permanent workers (Contract labourers) are covered by the Employees' State Insurance Corporation (ESIC), where they are covered by Health Insurance, Maternity benefits and Accident Insurance.

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

	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of the total revenue of the company.	0.23%	0.24%*

Note: The well-being measures include health insurance, accident insurance, maternity benefits, paternity benefits, employee and staff welfare, medical checkups, and mental health and well-being services, get togethers, rewards, festival refreshments, safety shoes, medical checkup, uniforms etc.

Business Responsibility and Sustainability Reporting (Contd..)

*Data has been revised and restated for financial year 2023-24 based on guidance on well-being measures and total revenue from Operations as per guidance from the Industry Standards Note on BRSR Core (SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated December 20, 2024).

SGS India Private Limited has provided reasonable assurance on the data reported under this indicator.

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

Benefits	FY 2024-25			FY 2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employee	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI*	2.70%	6.48%	Y	2.39%	7.21%	Y
Others+	3.36%	0%	Y	3.08%	0%	Y

* This data is for permanent workers, and 100% of other than permanent workers have PF and ESI (as per eligibility) and contributions are deducted and deposited by the labour contractors that are in turn reimbursed by the Company.

+ Superannuation Fund, LWF (Labour Welfare Fund) as per applicability in relevant states.

3. Accessibility of workplaces

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

The Company currently does not employ any differently abled employees or workers. However, as an Equal Opportunity employer, the Company has partnered with a specialised third-party vendor to support compliance with the Rights of Persons with Disabilities (RPwD) Act, 2016. A comprehensive review of all relevant policies and processes has been completed as part of this commitment. Based on the findings, the vendor has provided a set of recommendations, which are currently being implemented to align our practices with the requirements of the RPwD Act. Additionally, the vendor is supporting accessibility audits at select upcoming manufacturing plants to ensure that the infrastructure is fully compliant with the RPwD Act regarding workplace accessibility for people with disabilities.

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, the Company has developed an independent Equal Opportunity Policy, which demonstrates its commitment to ensuring equal employment opportunities, fostering diversity and inclusion, and maintaining a workplace free from discrimination, all while adhering to relevant laws and regulations. The policy is accessible on the Company's intranet portal and is communicated to new employees during their induction. Business leaders and functional heads are responsible for effective implementation, supported by regular awareness sessions and employee training. Hiring, promotions, career development, and pay equity decisions are based solely on merit, ensuring a discrimination-free approach. Employees are encouraged to provide feedback through town hall meetings, suggestion boxes, or an anonymous feedback platform. For more details, please follow the weblink <https://www.endurancegroup.com/wp-content/uploads/2025/07/equal-opportunity-employer-policy.pdf>.

Additionally, the Company has its Endurance Code of Conduct (ECOC), which includes key provisions addressing discrimination, with clear protocols for reporting or escalating instances of discrimination or misconduct. The Company maintains a strict non-tolerance policy toward discrimination based on disability, gender, religion, ethnicity, age, race, or sexual orientation. For more details, please follow the weblink <https://www.endurancegroup.com/wp-content/uploads/2023/06/ECOC.pdf>.

Business Responsibility and Sustainability Reporting (Contd..)

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	100%	75%	NA	NA
Total	100%	75%	NA	NA

NA: 'Not Applicable', Parental leave is available only to females, and none of the workers took maternity leave.

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

	Yes / No (If yes, then give details of the mechanism in brief)
Permanent Workers Other than Permanent Workers	<p>Yes, the Company has a structured Grievance Policy and mechanism to receive and redress grievances of the workers (permanent and contractual). Grievances can be submitted to the immediate supervisors for resolution within a specified timeframe. Complaints are categorised into Working Conditions, Health & Safety, Welfare, Infrastructure, Salary / Wages and POSH to help ensure appropriate delegation for redressal. If not satisfactorily resolved, a complaint can also be made in writing to the Grievance Committee (GC) through the plant HR Head. Each plant has a Grievance Committee, which is chaired by the Plant / Operations Head and includes the Plant HR Head, a senior officer, and two workmen representatives. Union members may also nominate two representatives to the GC, if applicable.</p> <p>The Company conducts monthly grievance redressal meetings for all workers through initiatives like 'Chai pe Charcha' with the plant head to address department-wide shop-floor challenges. The issues raised are shared with a clear action plan, responsibility, and target dates for closure. Progress updates, compliance checks, and feasibility reports are regularly provided to the relevant individuals.</p>
Permanent Employees Other than Permanent Employees	<p>The Company has implemented a comprehensive Grievance Redressal Policy for its employees to ensure fair and transparent redressal of feedback and complaints. Employees can approach any member of the Grievance Redressal Committee (GRC) in person or submit their concerns through the official grievance mailbox or a dedicated grievance redressal form. Review and unbiased inquiry are carried out to determine the alignment of the complaint with the Employee Code of Conduct (ECOC), Prevention of Sexual Harassment (POSH) or other aspects. The GRC addresses the concern, works towards a resolution, and communicates the outcome to the affected employee in person or in writing. Generally, any grievance or query is acknowledged within three working days. If the concern is more complex, a preliminary closure timeline is communicated to the complainant within seven working days. The aggrieved party and the accused are allowed to present their perspectives. Additionally, regular updates and progress reports are provided to both parties, ensuring transparency.</p>

Note: In addition, the Company has provided the Vigil Mechanism-cum-Whistleblower Policy, as an alternative avenue for grievance resolution while protecting whistleblowers from potential discrimination, harassment, victimisation, or other unfair employment practices. The policy can be accessed at: <https://www.endurancegroup.com/wp-content/uploads/2022/11/vigil-mechanism-cum-whistle-blower-policy.pdf>.

Business Responsibility and Sustainability Reporting (Contd..)

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

Category	FY 2024-25			FY 2023-24		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	2,411	0	0%	2,134	0	0%
- Male	2,227	0	0%	2,040	0	0%
- Female	184	0	0%	94	0	0%
Total Permanent Workers	1,959	1,415	72.23%	1,957	1,433	73.22%
- Male	1,955	1,415	72.38%	1,952	1,433	73.41%
- Female	4	0	0%	5	0	0

8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	2227	824	37.00%	2041	91.65%	2,040	331	16.23%	1,105	54.17%
Female	184	94	51.09%	173	94.02%	94	29	30.85%	65	69.15%
Total	2411	918	38.08%	2214	91.83%	2134	360	16.87%	1,170	54.83%
Workers*										
Male	13,857	7,778	56.13%	7207	52.01%	11,627	4,304	37.02%	3,021	25.98%
Female	1,792	1,027	57.31%	906	50.56%	1,379	348	25.24%	140	10.15%
Total	15,649	8,805	56.27%	8113	51.84%	13,006	4,652	35.77%	3,161	24.30%

Note: The training data excludes regular on-the-job safety sessions, induction training, or on-the-job skills training provided to 'permanent' and 'other than permanent' workers. Similarly, employees based at the plants regularly participate in awareness sessions as well as fire, safety and other drills.

*100% of 'other than permanent' workers undergo an induction training, which includes a health and safety overview and skilling through demonstration and training on the tasks expected

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)*	% (B/A)	Total (C)	No. (D)*	% (D/C)
Employees						
Male	2227	1913	85.90%	2,040	1830	89.71%
Female	184	86	46.74%	94	60	63.83%
Total	2411	1999	82.91%	2134	1890	88.57%
Workers						
Male	1955	479	24.50%	1952	406	20.80%
Female	4	4	100.00%	5	3	60.00%
Total	1959	483	24.66%	1957	409	20.90%

Business Responsibility and Sustainability Reporting (Contd..)

*Columns (B) and (D) represent the number of employees and workers eligible for performance appraisal. As of 31st March 2025, and 31st March 2024, the remaining employees and workers were not eligible for performance and career development reviews due to the terms of their employment. A total of 484 non-unionised workers received career development reviews, while unionised workers are compensated in accordance with the provisions of the Long-Term Settlement (LTS). Additionally, 60 non-unionised individuals, comprising trainees and probationers, are excluded from this data set as they are not eligible for such reviews during their training or probation period.

Note: 100% of the eligible and confirmed permanent employees and workers have received performance management reviews

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 of such system?**

Yes, all plants follow the guidelines and principles of the Occupational Health and Safety Management System, with nine plants having an ISO-45001:2018 Certification. Occupational Health and Safety is a key organisational priority, with a commitment to a "Safety First" and "Zero Harm" culture, which is driven by the Executive Leadership and periodically reviewed by the Board, ensuring that safety remains a top organisational priority. The Company's systems and processes undergo regular internal reviews and external audits to maintain the highest safety standards, ensuring continuous improvement and compliance. The Company has a plan to expand the coverage of ISO 45001 certification for its remaining plants in a phased manner.

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

The Hazard Identification and Risk Assessment (HIRA) process is fully aligned with the requirements of ISO 45001:2018 and is implemented across all plants and facilities. The Company identifies and assesses work-related hazards and risks associated with routine and non-routine activities. In addition, proactive safety measures such as the Work Permit System, HSE internal audits, and Gemba walks strengthen health and safety practices across all operations. Moreover, non-routine safety measures like spot checks, management walk-around, and other feedback mechanisms are in place. These efforts enable the identification of potential risks on-site and the implementation of appropriate control measures to mitigate or eliminate risks, ensuring they remain within acceptable levels. Collectively, these initiatives contribute to a strong safety culture that prioritises the health and well-being of all employees, workers and visitors across the Company's locations.

- c. Whether you have processes for workers to report work-related hazards and to remove themselves from such risks. (Yes / No)**

Yes, the Company has established formal mechanisms for workers to report work-related hazards and to remove themselves or others from potential risks. The Company follows the safety triangle principles with a strong emphasis on preventive actions. Workers can report unsafe conditions, near-misses, or hazards through an online safety portal monitored by designated safety personnel. Additionally, physical suggestion boxes are placed in all work areas across facilities and are reviewed after every shift. Supervisory staff are trained to escalate hazards promptly. In compliance with the Factories Act, each operational facility has a Safety Committee that comprises employee representatives which regularly reviews reported hazards, discuss risk mitigation measures, and ensure accountability with defined timelines for corrective actions.

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

Yes. The Company provides comprehensive non-occupational medical and healthcare coverage to its employees and their families. These include access to a Health Benefit Plan covering free doctor consultations, discounts on diagnostics, surgical planning assistance, and annual preventive health check-ups. The Employee Assistance Programme (EAP) has expanded its wellness initiatives to address four key dimensions of well-being: physical, mental / emotional, social, and financial. EAP's scope has also been enhanced to include legal, financial, and nutrition counselling and both the Health Benefit Plan and the EAP are extended to employees and their immediate family members. Preventive health check-up camps are regularly organised at manufacturing facilities to promote early intervention and overall wellness. These programmes are supported by regular webinars focused on building awareness, encouraging healthy lifestyle choices, and fostering a culture of well-being. By promoting mental and physical health, the Company aims to enhance employee focus, engagement, and overall workplace productivity.

The Company also organises medical camps, health talks and provides periodic access to general healthcare services, and counselling on basic healthcare and hygiene. Special activities like women wellness programs are used to augment others focusing on overall health (Mental, Physical, Emotional and Social) for all categories of workers. Awareness sessions are conducted in collaboration with government representatives for all workers on the Labour Welfare Fund (LWF). The LWF provides several benefits, including financial assistance for education, medical care, and housing, skill development and vocational training programmes, as well as support for maternity benefits and child welfare. These are in addition to the ESIC

Business Responsibility and Sustainability Reporting (Contd..)

benefits, where awareness and support are provided to workers to help them avail the benefits they are entitled to. The Company also conducts sessions on other government schemes and subsidies to help improve the overall health orientation and well-being of its worker community.

Employees are also covered under Group Medical Coverage (GMC), Group Personal Accident (GPA), and Workmen's Compensation (WC) policies. These initiatives are overseen by the Health and Wellness Committee to ensure a supportive, inclusive, and health-conscious work environment.

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

Safety Incident/Number	Category*	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million person-hours worked)	Employees	0.05	0.11
	Workers	0.05	0.11
Total recordable work-related injuries	Employees	2	4
	Workers	12	10
No. of fatalities	Employees	0	0
	Workers	0	0
High-consequence work-related injury or ill health (excluding fatalities)	Employees	0	0
	Workers	0	0

*Including in the contract workforce

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

The Company prioritises a "Zero Harm" and "Safety First" culture and is committed to this mission. Monthly reviews of safety performance and improvement initiatives across each plant are conducted by the Managing Director, and safety reviews are also a part of a review by the Board. The Company systematically identifies and addresses key leading indicators, such as near misses and unsafe acts, which are also a part of the responsibilities of all managerial cadre employees.

Emphasis is placed on risk identification and mitigation to prevent injuries and accidents. This commitment forms the foundation for maintaining a safe and healthy workplace for all employees, workers, and contractual personnel. The Company's Health and Safety framework and Management System encompass the following:

Policies and Certifications: Strengthened and revised its Health & Safety (H&S) Management Policy in the reporting year. External certifications, including ISO 45001, have been achieved for 9 plants, with horizontal deployment across all locations.

Hazard reporting and suggestions: Workers can identify and report harmful conditions, near-misses, or risks through the Company's online safety portal, which ensures timely attention to safety concerns. Each work area is equipped with suggestion boxes, which are checked after every shift, providing workers with an additional avenue to report accidents, hazards, or near-misses related to their tasks.

Supervisory Support and Safety Committees: The Company offers strong supervisory support to ensure that hazards are reported and addressed without delay, reinforcing a proactive approach to safety. In compliance with the Factories Act, every operational facility has a Safety Committee that serves as a key platform for hazard reporting and risk mitigation strategies. Worker observations and concerns related to safety and working conditions are recorded and monitored for corrective action. Periodic meetings are held with worker representatives to discuss safety concerns, followed by developing actionable plans with clear responsibilities and timelines. This ensures ongoing improvement in health and safety practices.

Training and Simulations on Health, Safety, and Work Environment: All workers receive induction, generic and specialised training through both classroom and digital platforms and on-the-job training. The Company also organises regular mock drills and exercises to ensure emergency readiness.

Safety awareness and equipment: Safety awareness is promoted through shift-based interventions, signages, and initiatives such as Safety Week. Periodic safety engagement activities like the "Chalta Bolta" Quiz competition are held, which fosters safety knowledge in a fun, interactive manner. The Company also enforces several safety initiatives, such as work permit systems, machine safety interlocks, and strict adherence to PPE guidelines.

Rewards and Recognition: As part of our continuous improvement efforts, plant teams actively identify opportunities to enhance safety outcomes, implementing initiatives like Kaizen to drive ongoing improvements. The Company encourages sharing safety-related knowledge and best practices and complements this with rewards and recognition for safety leaders. Acknowledging safety leaders through Safety Champion Rounds, encouraging knowledge sharing and best practices.

Business Responsibility and Sustainability Reporting (Contd..)

For further details, please refer to Essential Indicator 10 (above).

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

Particulars	FY 2024-25			FY 2023-24		
	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	150	05	The pending complaints will be resolved in due course as per TAT	146	01	All outstanding complaints were redressed.
Health and Safety	151	01	The pending complaints will be resolved in due course as per TAT	168	08	All outstanding complaints were redressed.

Note: The Company monitors suggestions and complaints, hence the numbers include suggestions for Health and Safety as well as working conditions. The Company monitors this metric on a per-employee and per-worker basis as a KPI, which has reduced YoY.

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% (by entity and third parties)
Working Conditions	100% (by entity and third parties)

Note: The Company performs both regular and ad-hoc internal assessments, alongside certification-related third-party evaluations. The plants are also audited for Health and Safety practices by its customers and in the reporting year all the plants participated in customer audits.

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

The Company has undertaken several corrective and preventive actions based on periodic and non-routine assessments of health, safety, and working conditions. These initiatives aim to address safety-related incidents, mitigate significant risks, and strengthen the overall EHS (Environment, Health & Safety) performance. Corrective actions and new safety initiatives implemented include:

- **Communication of Incidents:** A structured system to share incident learnings across all locations, fostering a culture of transparency, awareness, and continuous improvement.
- **Contractor HSE Portal:** A dedicated online platform to monitor and elevate health, safety, and environmental compliance among contractors and third-party personnel.
- **Targeted EHS Training:** Risk-specific training modules focused on high-risk activities, aligned with assessment outcomes and reinforcing preventive control measures.
- **Enhanced Work at Height Safety:** Introduction of a formal work permit system and rooftop safety enhancements, such as guardrails and fall protection gear.
- **Machine Risk Assessments:** Comprehensive hazard identification and control implementation to ensure safe operation of machines and equipment.

Business Responsibility and Sustainability Reporting (Contd..)

- **Behaviour-Based Safety (BBS) Programme:** Ongoing reinforcement of safe behaviours through observation, feedback, and employee engagement at all levels.
- **Safety First Culture:** Campaigns and daily practices that embed safety as a core organisational value, supported by leadership involvement and workforce participation.
- **Machine Safety Improvements:** Upgrades and modifications to ensure compliance with safety standards, including emergency stops, interlocks, and guarding mechanisms.
- **Workplace Hygiene Drives:** Regular hygiene and sanitation initiatives aimed at maintaining clean and healthy work environments.

Leadership Indicators

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

Yes, the Company extends life and compensatory coverage to both employees and workers through the Group Personal Accident (GPA) and Mediclaim insurance policies, which provide financial protection in the event of an accident or medical emergency. In the unfortunate event of death, eligible family members may also access benefits under the Employees' Provident Fund scheme, including the Employees' Deposit Linked Insurance (EDLI), and, where applicable, funeral benefits under the Employees' State Insurance Corporation (ESIC). Contract workers are covered by the provisions of the ESIC and Labour Welfare Fund (LWF) as applicable.

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

All agreements with suppliers, including labour service providers, include comprehensive terms that mandate compliance with applicable statutory norms. Additionally, the Company's Supplier Code of Conduct requires self-declarations related to statutory dues. The Company maintains regular communication with contractual labour providers to ensure adherence to statutory obligations, including timely payment of Provident Fund, Employees State Insurance, Goods and Services Tax, and wages. The Company verifies these compliances before processing bill payments and actively monitors and tracks them to ensure full adherence. Other suppliers within the value chain are also periodically audited for their statutory obligations, reinforcing compliance across all levels based on a prioritised audit plan.

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:

Particulars	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	0	0	0	0
Workers	0	0	0	0

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

Yes. The Company is in the process of formalising structured transition assistance programmes to support employees at the end of their careers, whether through retirement or separation. As per the current policy, medical insurance coverage is extended for a period of one-year post-retirement to ensure continuity of healthcare support. The Company also organises financial planning sessions to help retiring employees and their families prepare for a smooth and informed transition.

Business Responsibility and Sustainability Reporting (Contd..)

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	31.37%
Working Conditions	

Note: 104 suppliers have been audited for safety and work conditions to date, of which 12 are tier 3 (i.e., not direct suppliers for the Company). The %age of value chain partners covered by the value of business for these 87 direct suppliers is included, along with 15 aftermarket suppliers as well as the contractual workforce.

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.

The Company assesses its suppliers based on an assessment of the criticality of safety in their operations and conducts onsite audits. These assessments identify specific training requirements, such as electrical safety. The Company provided basic electrical safety training to 20 suppliers, and 12 of those (7 direct and 5 indirect) were further assessed on their electrical safety practices.

In the aftermarket business, quality teams conduct system and process audits twice a year to ensure ongoing compliance. Suppliers failing to improve or respond to corrective actions are disqualified or terminated, reinforcing the Company's commitment to a safe, responsible, high-performing supply chain.

PRINCIPLE 4

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

Essential Indicators

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

The vision statement for the Company emphasises continuous value creation for all stakeholders. The Company defines its stakeholders as individuals, groups, or entities directly or indirectly impacted by its operations or those that influence its activities across the value chain. Key stakeholder groups are identified and prioritised through a materiality-based approach, by evaluating the degree to which they are significantly impacted or significantly influence the Company's business. Core stakeholder groups include customers, investors, regulators, employees, contract workers, local communities, and relevant government bodies. The Company maintains structured engagement with these stakeholders to understand their expectations and incorporate their feedback into operational and strategic decision-making. Additionally, the Company considers ESG-focused investors and ESG rating agencies to be relevant stakeholders within the broader investor and shareholder ecosystem.

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

Stakeholder Group	Whether identified as a Vulnerable & Marginalized Group (Yes / No)	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	<ul style="list-style-type: none"> Employee Engagement/ Satisfaction Survey Net Promoter Score Human Resources Management System (HRMS) Internal communication Townhall Emails and meetings Reward and Recognition portal 	<ul style="list-style-type: none"> Annual Ongoing Continuous Need-based 	<ul style="list-style-type: none"> Enhancing organisational culture Diversity, Equal Opportunity Career Progression Rewards and recognition Employee Wellbeing Senior leadership engagement and mentorship

Business Responsibility and Sustainability Reporting (Contd..)

Stakeholder Group	Whether identified as a Vulnerable & Marginalized Group (Yes / No)	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Workers	No	<ul style="list-style-type: none"> Monthly Meeting Union Meeting Daily shop floor meeting On-the-job training Work engagement initiatives and celebrations Health and wellness camps 	<ul style="list-style-type: none"> Annual Ongoing Continuous Need-based 	<ul style="list-style-type: none"> Enhancing organizational culture Diversity, Equal opportunity Career Progression Rewards and recognition Worker Wellbeing Government schemes Training - Health and Safety, POSH and Upskilling
Shareholders and investors	No	<ul style="list-style-type: none"> Annual General Meetings Quarterly briefings Periodic investor conferences / calls / meetings Press releases Company website Advertisements Stock Exchange filing of disclosures 	<ul style="list-style-type: none"> Annual Quarterly Event-based 	<ul style="list-style-type: none"> Helps in understanding the current business scenario Periodic review of compliance and business strategy Business updates Growth plans and product pipeline Financial Performance and business updates
Customers	No	<ul style="list-style-type: none"> Customer meetings Email exchanges with the marketing team Customer feedback and quality assessments Company's website Tech shows at OEM locations Auto-expo (OEM & Aftermarket) Customer feedback ESG and Health and Safety Audits Company's website 	Continuous	<ul style="list-style-type: none"> Continuous improvement in the delivery of products and services helps in remaining competitive in the market. Concerns related to product and service-related issues New business opportunities (New product or technology) ESG parameter – RFI / Customer visits
Regulators	No	<ul style="list-style-type: none"> Annual Report Compliance Reports Media Communication with regulatory bodies Policy advocacy Industry Forums Representation of industry bodies and associations Statutory Meetings 	Ongoing, as and when required	<ul style="list-style-type: none"> Compliance with laws and regulations, such as filing periodic returns, reports, payment of taxes, etc. Community development Statutory environmental, social and governance compliance

Business Responsibility and Sustainability Reporting (Contd..)

Stakeholder Group	Whether identified as a Vulnerable & Marginalized Group (Yes / No)	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Vendors and suppliers	No	<ul style="list-style-type: none"> Annual meetings Supplier Code of Conduct Suppliers' assessment Emails and meetings Endurance Annual Report Vendor Portal Supplier Training Endurance Vendor Association Meetings Best Sharing Sessions Supplier audits and capability building 	Periodic, as and when required	<ul style="list-style-type: none"> Business continuity Pricing and negotiations Service Levels, delivery schedules, and Quality Improving Sustainability GRN, quality, payment information, compliance monitoring, Quality problem resolution (QFR), change management, etc. Training on SQM, safety, and EHS requirements EVA meetings for policy updates, addressing supplier concerns Long-term partnership
Distributors	No	<ul style="list-style-type: none"> Email Governing council Field sales team Price list & Application Catalogue 	<ul style="list-style-type: none"> Continuous Governing Council meetings are conducted on a half-yearly basis. 	<ul style="list-style-type: none"> Sales performance and incentive status updates. Resolving commercial issues or product-related issues.
Retailers and Mechanics	No	<ul style="list-style-type: none"> Awareness programmes Loyalty Programme App Product Catalogue Price List 	Need-based	<ul style="list-style-type: none"> Please refer to Principle 1, Leadership Indicator 1
Local Communities	Yes*	<ul style="list-style-type: none"> Community Meetings Gram Sabha Meetings Need Identification CSR Programmes 	<ul style="list-style-type: none"> Fortnightly/ Monthly Annual Ad-hoc Need-based 	<ul style="list-style-type: none"> Vocational Training Village Development Water & Sanitation Agriculture & Livelihood Health & Nutrition Education Community Development

*The Company considers Marginalised Communities as those living in villages below the poverty line and/or having land holdings of less than 3 Acres and communities having no land holdings.

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? (Leadership)

The Company has a structured ESG governance framework that encompasses stakeholder management and monitoring responsibilities. Functional leaders are responsible and accountable for leveraging stakeholder engagement mechanisms for consultation on environmental, social and economic parameters, as outlined under Principle 4, Essential Indicator 2. Feedback gathered through these mechanisms is evaluated for any corrective actions by the ESG council, which is chaired by the Executive Directors. The Risk Management Committee (RMC) of the Board is responsible for setting the direction of the Company and monitoring its performance on ESG parameters. In its half-yearly meetings, the RMC reviews input from stakeholder consultations as part of its review of ESG risks and opportunities and provides guidance on appropriate mitigation measures where necessary.

Business Responsibility and Sustainability Reporting (Contd..)

Relevant updates on the concerns of stakeholders and actions taken by the Company are regularly shared with the Board during its meetings.

Concerns raised by investors and shareholders are reviewed by the Stakeholder Relationship Committee, while the CSR Committee reviews community inputs. These Committees and Board meetings act as key forums for facilitating dialogue, capturing stakeholder insights, and ensuring the Board remains well-informed to make responsible decisions on economic, environmental, and social issues.

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 the policies and activities of the entity.

Yes, stakeholder consultation by various functional teams is leveraged for the identification and management of environmental and social topics. These help define the material ESG priorities for the Company and ensure appropriate resources are allocated towards incorporating feedback into the policies and operations of the Company. Several corporate policies, including the Environment Policy, Health and Safety Policy, Human Rights Policy and Sustainable Sourcing Policy, among others, were revised and approved by the Company. These incorporated input from a variety of stakeholders, including customers, as well as guidance from regulators.

Multiple new employee policies were launched based on peer benchmarking and employee feedback. The learning and development department has designed programmes to upskill Endurance associates and make them future-ready based on the competency framework. These include tailored learning workshops on design thinking and 8D, Managerial effectiveness, customer centricity, among others. Several employee well-being issues, including financial planning, personal health, and life stage (parenting, superannuation), were addressed through focused programs.

The Company takes a proactive approach to supplier relationship management through regular engagements with the Endurance Vendor Association (EVA). During the year, 22 interface issues were raised and discussed in periodic meetings with the EVA committee and its members. These issues were successfully resolved, reflecting the Company's commitment to responsive and effective supplier engagement. In response to supplier feedback shared with the Company's senior leadership, several corrective actions were implemented to further enhance the functioning of the EVA platform. Formal procedures for EVA operations were introduced to improve engagement and operational efficiency, and two dedicated regional clusters were established in Chh. Sambhajinagar and Pantnagar. These clusters were designed to address location-specific supplier concerns more effectively. Several targeted measures were also rolled out to resolve specific supplier issues. Guidelines for segregating Bought-Out Parts (BOPs) were developed and released. Supplier debit note details are now available on the vendor portal to improve transparency. Additionally, low-weight parts were excluded from the Short Receipt Penalty, and a Single Point of Contact (SPOC) from the Accounts Department was designated to address any delays in payments or other related issues. Furthermore, the Company appointed EVA coordinators and cluster-wise SPOCs to strengthen communication and ensure the timely resolution of supplier concerns.

The Company conducts bi-annual Distributor Governing Council meetings for distributors in the aftermarket business to gather market feedback and share best practices, fostering continuous improvement for both itself and its distribution partners. Additionally, segment-wise targets have been realigned to focus on top-line revenue, resulting in better inventory management, improved cash flow, and enhanced dealer return on investment (ROI). In response to evolving market demands, the Company also introduced two new product categories—locksets and CVT belts—expanding its portfolio to serve customer needs better. To address concerns on counterfeiting, each unit's MRP label has been equipped with a unique QR code, which can be scanned through the Product Catalogue App to verify the product's authenticity. These initiatives reflect the Company's commitment to continuous improvement and strengthening partnerships across its distribution network to deliver superior customer service.

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

The Company recognises that access to healthcare remains a critical challenge for marginalised and vulnerable communities, especially in rural areas with limited medical infrastructure. As part of its CSR initiatives, the Company had been conducting periodic health check-up camps in villages identified under its Village Development Project (VDP), in collaboration with Sevak Trust.

However, based on feedback from community members and beneficiaries, the need for more consistent and reliable healthcare access was identified. To address this, the Company implemented a sustainable healthcare delivery model by launching a Mobile Medical Clinic initiative in partnership with Kamal Nayan Bajaj Hospital, which commenced operations in April 2024. The mobile

Business Responsibility and Sustainability Reporting (Contd..)

clinic is equipped with essential diagnostic tools, including a bed for examinations, blood pressure apparatus, glucometer, cell counter, and a stock of required medicines and is staffed by a dedicated medical team comprising a female doctor, a female nurse, and a male nurse. Operating on a fortnightly schedule, the clinic serves 47 villages across four blocks in the Chh. Sambhajinagar District, ensuring each village receives medical attention twice a month. In FY 2024-25, the initiative reached and treated around 4,850 patients, substantially enhancing healthcare accessibility for underserved communities.

PRINCIPLE

5

Businesses Should Respect and Promote Human Rights

Essential Indicators

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
Employees						
Permanent	2,411	2,314	95.98%	2,134	1,656	77.60%
Other than permanent	0	0	0	0	0	0
Total Employees	2,411	2,314	95.98%	2,134	1,656	77.60%
Workers						
Permanent	1,959	767	39.15%	1,957	1,639	83.75%
Other than permanent	13,690	5,606	40.95%	11,049	3,959	35.83%
Total Workers	15,649	6,373	40.72%	13,006	5,598	43.04%

Employee training on Human Rights included POSH training and sessions on non-discrimination and gender sensitivity while permanent and other than permanent workers received POSH awareness training in addition to induction and Code of Conduct-related trainings.

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

Category	FY 2024-25					FY 2023-24				
	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/D)	No.(F)	% (F /D)
Employees										
Permanent	2,411	0	0%	2,411	100%	2,134	0	0%	2,134	100%
Male	2,227	0	0%	2,227	100%	2,040	0	0%	2,040	100%
Female	184	0	0%	184	100%	94	0	0%	94	100%
Other than Permanent	0	NA	NA	NA	NA	0	NA	NA	NA	NA
Male	0	0	NA	0	NA	0	0	NA	0	NA
Female	0	0	NA	0	NA	0	0	NA	0	NA
Workers										
Permanent	1,959	0	0	1,959	100%	1,957	0	0%	1,957	100%
Male	1,955	0	0	1,955	100%	1,952	0	0%	1,952	100%
Female	4	0	0	4	100%	05	0	0%	05	100%
Other than Permanent	13,690	13,690	100%	0	0	11,049	11,049	100%	0	0%
Male	11,902	11,902	100%	0	0	9,675	9,675	100%	0	0%
Female	1,788	1,788	100%	0	0	1,374	1,374	100%	0	0%

NA: 'Not Applicable'

Business Responsibility and Sustainability Reporting (Contd..)

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of the respective category	Number	Median remuneration/ salary/ / wages of the respective category
Board of Directors (BoD)	8	48,85,000	2	1,12,90,000
Key Managerial Personnel (KMP)	2	1,37,00,000	0	-
Employees other than BoD and KMP	2,223	6,95,212	183	3,03,295
Workers	1,955	7,09,712	4	3,40,031

Note: The median remuneration provided for Board of Directors is for the active Directors as on 31st March 2025 (During the financial year 2024- 25, Mr. Ramesh Gehaney, Executive Director and Mr. Roberto Testore, Independent Director, ceased to be Directors of the Company from 5th June, 2024 and 31st August, 2024, respectively). The remuneration considered is the total remuneration paid in the financial year 2024-25 for the active Directors as detailed in the Corporate Governance Report on Pages 115-116 of the Annual Report. The Median remuneration values are in INR, and annualised salaries of KMPs / Employees / Workers as of March 31, 2025, have been considered for the calculation of median remuneration. The count of KMP excludes the Executive Directors included in the Board of Directors.

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

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	10.68%	5.93%

Note: The data includes all permanent and non-permanent employees and workers, and the women workforce within them. Data for contractual workers is estimated as per guidance from the Industry Standards Note on BRSR Core (SEBI Circular No. SEBI / HO / CFD / CFD-PoD-1 / P / CIR / 2024 / 177 dated December 20, 2024). SGS India Private Limited has provided reasonable assurance on the data reported under this indicator.

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, the Company has established a dedicated Human Rights Committee as the focal point responsible for addressing human rights impacts or issues that may be caused or contributed to by its operations. This Committee oversees the implementation of the Human Rights Policy, evaluates potential and actual human rights risks arising from business activities, and ensures alignment with applicable legal frameworks and international human rights standards. The Committee is also responsible for investigating reported concerns, recommending corrective actions, and ensuring appropriate redressal and policy enhancements to prevent recurrence. In addition, the Human Resources Department supports the Committee by facilitating regular training and awareness initiatives, while management at all levels is accountable for operational compliance. Adherence to the policy is also extended to the sourcing and supply chain teams, ensuring compliance by third-party vendors and suppliers. This structured approach underscores the Company's commitment to respecting and protecting human rights throughout its value chain. The Human Rights Policy can be viewed by accessing the weblink: <https://www.endurancegroup.com/wp-content/uploads/2025/07/human-rights-policy.pdf>.

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

The Company has established a structured, secure, and confidential grievance redressal mechanism to address human rights-related concerns. The process is accessible and ensures protection against retaliation. Grievances can be reported through the procedures defined in the Company's Whistleblower Policy, publicly available on the website, or directly via email at etl_governance@endurance.co.in. The Human Rights Policy can be viewed by accessing the weblink: <https://www.endurancegroup.com/wp-content/uploads/2025/07/human-rights-policy.pdf>.

All reported cases are overseen by the Human Rights Committee, which appoints an independent investigation team to assess grievances, verify their validity, and recommend appropriate corrective measures. The Committee reviews the findings and consults with Senior Management to ensure effective resolution and implementation of preventive actions. Outcomes are

Business Responsibility and Sustainability Reporting (Contd..)

communicated to the complainant and relevant functional heads to mitigate future risks. The Supplier Code of Conduct requires partners to provide self-declarations on human rights compliance to extend accountability across the value chain. Regular audits are also conducted to assess adherence, particularly for the prevention of child labour, wages and statutory compliance. For details, please refer to Principle 3, Essential Indicator 6.

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

Benefits	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	5	0	All complaints were resolved	3	0	All complaints were resolved
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour / Involuntary Labour	0	0	-	0	0	-
Wages	109	0	-	133	0	-
Other human Rights related issues	0	0	-	0	0	-

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

	FY 2024-25	FY 2023-24
Total Complaints reported under the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 (POSH)	5	3
Complaints on POSH as a % of female employees / workers*	0.29%	0.28%
Complaints on POSH upheld	5	3

*Figures for FY23-24 have been restated based on guidance from the Industry Standards Note on BRSR Core (SEBI Circular No. SEBI / HO / CFD / CFD-PoD-1 / P / CIR / 2024 / 177 dated December 20, 2024). The denominator is the average number of female employees and workers at the start and end of the year.

SGS India Private Limited has provided reasonable assurance on the data reported under this indicator.

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

The Company is committed to fostering an inclusive work culture that is free from any form of discrimination and harassment. This is enabled through the Endurance Code of Conduct, which is reinforced through periodic training. This is further supported by the POSH (Prevention of Sexual Harassment) Policy and Grievance Redressal Policy. The Grievance Redressal Committee helps address any concerns related to harassment, discrimination, or any violation of the Company's policies. The POSH Committee handles cases of sexual harassment. The Vigil Mechanism-cum-Whistleblower Policy ensures that whistleblowers are protected from retaliation, discrimination, harassment, victimisation, intimidation, or any unfair treatment, including threats of termination, suspension, disciplinary action, transfer, demotion, refusal of promotion, or any other form of adverse action. Further, the policy guarantees that no authority will be used directly or indirectly to obstruct a whistleblower's right to continue performing their duties or making further protected disclosures. Employees receiving training on POSH (Prevention of Sexual Harassment), as well as Diversity and Inclusion, are provided in Principle 5, Essential Indicator 1.

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

Yes, human rights requirements form an integral part of the Company's business agreements and contracts. All suppliers, vendors, and contractual labour providers are required to self-attest and comply with the Company's **Supplier Code of Conduct**. This explicitly incorporates key human rights principles, including non-discrimination, fair wages, and the prohibition of child labour, forced labour, among others. In addition, all value chain partners are expected to adhere to applicable state and central laws governing workforce rights and labour practices, which are covered in periodic audits. These requirements are embedded in contractual obligations to ensure alignment with the Company's ethical and legal standards.

Business Responsibility and Sustainability Reporting (Contd..)

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%
Others – please specify	Not Applicable

The Company's plants are also audited for Human Rights practices by its customers and in the reporting year all plants participated in customer ESG assessments.

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

No corrective actions were required based on the assessments of the Company's plants and offices.

Leadership Indicators

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

The Company has not received any grievances / complaints on human rights issues, excluding those on POSH, as disclosed earlier in the report. The Company evaluates its processes to ensure appropriate checks and balances are in place and no modifications are necessary.

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

No comprehensive human rights due diligence was conducted during the reporting year. A specialist external agency has been engaged to conduct an assessment of the Company's facilities and recommend changes to policies, processes and infrastructure in compliance with the RPwD Act. ESG audits by the Company's customers and those conducted on its suppliers include some aspects of human rights.

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

The Company is currently evaluating ways to make the office areas of the plant premises accessible to persons with disabilities by improving infrastructure across all locations. For details, refer to Principle 3, Essential Indicator 3.

4. Details on assessment of value chain partners:

	% of your value chain partners that were assessed (by entity or statutory authorities or third parties)
Child labour	
Forced / involuntary labour	
Sexual harassment	42.43%
Discrimination at workplace	
Wages	
Others – please specify	NA

Note: Data on child labour wages, PF, and ESI is verified during capability audits of selected suppliers. To date, 69 suppliers have been audited including aftermarket vendors. Critical issues such as forced labour, sexual harassment, and discrimination are also covered in the requirements of the Company's Supplier Code of Conduct. The coverage by value of business of value chain partners assessed through human rights compliance assessment and contract workforce is included.

Business Responsibility and Sustainability Reporting (Contd..)

5. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessment

Feedback is provided on best practices and processes to ensure compliance with regulatory requirements and the Company's expectations.

PRINCIPLE

6

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

Note: Revenue from operations has been considered for all intensity calculations and IMF USD-INR PPP (Purchasing Power Parity) data for financial year 2024- 25 at 20.66 has been used as per guidance from the Industry Standards Note on BRSR Core (SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated December 20, 2024)

Essential Indicators

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

Parameter	FY 2024-25	FY 2023-24
From Renewable Sources		
Total electricity consumption (A) (GJ)	2,17,969	1,93,267
Total fuel consumption (B) (GJ)	0	0
Energy consumption through other sources (GJ)	0	0
Total energy consumption (A+B+C) (GJ)	2,17,969	1,93,267
From Non-renewable Sources		
Total electricity consumption (D)	6,40,173	6,39,618
Total fuel consumption (E)	8,82,277	7,43,507
Energy consumption through other sources (F)	0	0
Total energy consumed from non- renewable sources (D+E+F)	15,22,450	13,83,125
Total energy consumed (A+B+C+D+E+F)	17,40,418	15,76,392
Energy intensity per rupee of turnover	1.97×10^{-05}	2.00×10^{-05}
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	4.06×10^{-04}	4.14×10^{-04}
Energy intensity in terms of physical output		
Energy intensity (optional) – per Million INR MVA (Manufacturing Value Added)	32.27	36.16

Note: The scope of reporting has been expanded in financial year 2024- 25, and now energy calculations include plants, offices, guest houses and company-owned vehicles as well as material handling equipment. Calorific values for fuels are based on factors and equations from WRI's GHG Protocol, EPA.Gov, DEFRA and the 2016 IPCC Protocol. Renewable sources include solar and wind energy. Non-renewable fuel sources include diesel, HSD, Furnace Oil, PNG, LPG and LSHS.

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, SGS India Private Limited has provided reasonable assurance on the data reported under this indicator.

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

No, the Company does not participate in the PAT scheme.

Business Responsibility and Sustainability Reporting (Contd..)

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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kiloliters)		
(i) Surface water	0	0
(ii) Groundwater	1,38,404	1,39,031
(iii) Third party water	8,16,112	7,71,179
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (I + ii + iii + iv + v)	9,54,516	9,10,210
Total volume of water consumption (in kilolitres)	7,48,608	6,71,844
Water intensity per rupee of turnover	8.46×10^{-06}	8.54×10^{-06}
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	1.75×10^{-04}	1.76×10^{-04}
Water intensity in terms of physical output		
Water intensity (optional) – per Million INR MVA	28.15	29.17

Note: In the reporting year, the Company conducted internal audits of the water data and identified instances of double-counting of water withdrawal for financial year 2023-24. The data has been corrected for financial year 2023-24 to ensure comparability.

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, SGS India Private Limited has provided reasonable assurance on the data reported under this indicator.

4. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
- No treatment	0	0
- With treatment – Primary, Secondary and Tertiary Treatment	2,05,908	2,38,366
(v) Others		
- No treatment	0	0
- With treatment – Primary, Secondary and Tertiary Treatment	0	0
Total water discharged (in kilolitres)	2,05,908	2,38,366

Note: The water under the category “Sent to third parties” is sent to a Common Effluent Treatment plant (CETP) from some of the plants as per the regulatory consent conditions for the plant. The CETP processes and treats (primary, secondary and tertiary) the effluents as per Government norms.

Water discharge data has been reclassified and recategorised, and CETP discharge data has been accordingly modified for financial year 2024- 23. In addition, treated and recycled water used for the garden has been added to its water consumption.

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, SGS India Private Limited has provided reasonable assurance on the data reported under this indicator.

Business Responsibility and Sustainability Reporting (Contd..)

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

Yes, the Company has implemented the necessary ZLD (Zero Liquid Discharge) infrastructure at eight of its facilities viz., those located in Chh. Sambhajinagar, Pune, Chennai, Vallam, Sanand, and Halol, to ensure compliance with regulatory requirements and Consent-to-Operate (CTO) conditions. Building on this success, the Company plans to assess the feasibility of expanding its ZLD capabilities to additional facilities based on specific operational and geographical needs.

The Company places significant emphasis on water conservation and management as a material topic and has undertaken targets in that direction. The Company has achieved a 0.94% reduction in water consumption intensity per rupee through targeted water management initiatives and ZLD recycling efforts across its plants. The Company deploys advanced technologies such as Sewage Treatment Plants (STP), Effluent Treatment Plants (ETP), and evaporation methods to further minimise water wastage. The Company has also been actively evaluating opportunities and has invested in rainwater harvesting systems to recharge groundwater and reduce its consumption.

Details on water management are available on Page 50 of the "Driving a greener tomorrow" section of the Annual Report.

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

Parameter	Unit	FY 2024-25	FY 2023-24
Nox	MT/Annum	27.76	18.60
Sox	MT/Annum	9.66	7.70
Particulate matter (PM)	MT/Annum	11.52	8.30
Persistent organic pollutants (POP)	MT/Annum	NA	NA
Volatile organic compounds (VOC)	MT/Annum	568.89	364.07
Hazardous air pollutants (HAP)	MT/Annum	NA	NA
Others – please specify	MT/Annum	NA	NA

Note: SOx, NOx and Particulate Matter calculations have been calculated based on actual fuel consumption based on benchmark data from manufacturer specification sheets, EPA.Gov and as per EP Rules 1986. VOC data is estimated based on the indicated numbers provided by the paint manufacturers. The increase in SOx, NOx is due to greater diesel consumption in DG sets due to power outage and in VOC due to increased production

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, the Company conducts regular monitoring of air emissions other than GHG. These are carried out quarterly by third-party agencies that are approved by the relevant Pollution Control Board (PCB). This rigorous testing supports effective management of industrial operations and ensures compliance with all applicable air pollution control standards.

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions	Metric tonnes of CO ₂ equivalent	53,761	44,154
Total Scope 2 emissions	Metric tonnes of CO ₂ equivalent	1,29,279	1,27,213
Total Scope 1 and Scope 2 emission intensity per rupee of Turnover	Metric tonnes of CO ₂ equivalent / INR	2.07 x 10 ⁻⁰⁶	2.18x 10 ⁻⁰⁶
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	Metric tonnes of CO ₂ equivalent / USD PPP	4.27 x 10 ⁻⁰⁵	4.50 x 10 ⁻⁰⁵
Total Scope 1 and Scope 2 emission intensity in terms of physical output			
Total Scope 1 and Scope 2 emission intensity (optional)	Metric tonnes of CO ₂ equivalent / Million INR MVA	6.88	7.44

Business Responsibility and Sustainability Reporting (Contd..)

Note: The scope of reporting has been expanded in financial year 2024-25 and now energy calculations include plants, offices, guest houses, refrigerants, process CO₂ and company-owned vehicles as well as material handling equipment. Scope 1 Emissions calculations are based on factors and equations from WRI's GHG Protocol, EPA.Gov, DEFRA, and IPCC's fifth assessment report. Factors as per Stationary Combustion (2006 IPCC guidelines) have been used for fuels including diesel for DG sets, HSD, Furnace Oil, PNG, and LPG. Scope 2 emissions for operations are calculated based on the Grid Electricity Emission Factors released by Central Electricity Authority, Government of India, CO₂ baseline database for Indian Power Sector, Version 20, December 2024. The increase in Scope 1 is influenced by greater power outages and the additional categories that have been added.

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, SGS India Private Limited has provided reasonable assurance on data reported under this indicator.

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

The Board and the leadership of The Company recognises the criticality of climate action through mitigation efforts for GHG reduction as a core component of its ESG strategy. The Corporate Sustainability team is responsible for strategic long-term projects to shepherd the Company's carbon neutrality ambitions. The Company has achieved time-bound goals as part of its ESG roadmap, which is supported by a plant-level ownership and accountability structure. To drive accelerated outcomes, the team conducts awareness and capability-building sessions to ensure rapid horizontal deployment of initiatives. Workshops for encouraging ideation and implementation of improvement opportunities, along with continuous improvement Kaizens, are coupled with appropriate rewards and recognition programs. GHG emissions performance and progress on improvement initiatives are monitored and reviewed monthly at the senior most levels. Several new projects were launched in the financial year 2024-25 while scaling existing programs across facilities.

- Net Zero Roadmap:** The Company is developing a Net-Zero Roadmap as per SBTi guidelines, using verified Scope 1 & Scope 2 and partially Scope 3 emissions data and LCA insights. It currently focuses on energy efficiency, renewable energy expansion, and increasing circular material use. Product redesigns are being guided by carbon hotspot analysis. The roadmap will anchor the Company's decarbonization journey and SBTi target submission.
- Acceleration of Renewable Transition:** In addition to existing solar assets, the Company has undertaken a detailed techno-commercial assessment of the RE potential at each of its facilities. Solar capacity on the Company's sites was expanded, supported by new group captive and long-term Power Purchase Agreements (PPAs). Wind energy generation also grew through enhancements to in-house wind power infrastructure.
- Life Cycle Assessments (LCA):** As part of a progressive plan, the Company has conducted cradle-to-grave product lifecycle assessment for its braking systems (Details are available in Principle 2 Leadership Indicator 1 and 2). The goal is to evaluate process and product-level environmental impacts, including embodied carbon, to help guide decisions on manufacturing more sustainable products.
- Energy Efficiency Improvements:** Energy audits were conducted in select facilities to identify opportunities for energy efficiency, and EMS solutions were selectively deployed. Broader use of waste heat recovery from air compressors has been implemented, channelling the captured energy into water pre-treatment processes, significantly reducing the need for thermal energy. APFC panels and IRIS systems for enhancing power factor and electrical load distribution were used to reduce energy losses. Initiatives to optimise the usage of motor energy were expanded through rightsizing motor power, wider Variable Frequency Drives (VFDs), and upgrades to energy-efficient IE4 motors. Key machinery and equipment were upgraded or retrofitted with advanced, energy-efficient components to elevate energy performance at the operational level. Please refer to Conservation of Energy in Annexure I of the Board's report on Page 93 of the Annual Report for additional measures implemented.
- Greening of Supply Chain:** With a view to reducing Scope 3 emissions, the Company conducts a variety of engagements to improve knowledge and implementation of best practices with its value chain partners. 20 partners are part of a sustainability index program that evaluates and grades improvement on sustainability parameters. In addition, it has trained some of its top suppliers on sustainable practices and BRSR value chain reporting expectations. In addition, the Company has collected the performance of its value chain partners on GHG emissions, besides others, with this BRSR ahead of compliance expectations.

Business Responsibility and Sustainability Reporting (Contd..)

- **Carbon Sequestration through Green Cover:** The Company amplified its tree plantation efforts on and around operational sites, reinforcing its long-term commitment to capturing carbon and enhancing ecosystem resilience.

For a more comprehensive picture of the Company's approach towards carbon neutrality, please refer to the "Driving a greener tomorrow" section of the Annual Report on Page 50.

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

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	525.77	433.78
E-waste (B)	2.49	3.23
Bio-medical waste (C)	0.00363	NA
Construction and demolition waste (D)	0	0.00
Battery waste (E)	4.89	8.23
Radioactive waste (F)	0	NA
Other Hazardous waste. Please specify, if any. (G)	3375.3	3,363
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	29,321.8	25,619
Total (A+B + C + D + E + F + G + H)	33,230.25	29,427
Waste intensity per rupee of turnover (Total waste generated/ Revenue from operations)	3.76×10^{-07}	3.74×10^{-07}
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	7.76×10^{-06}	7.72×10^{-06}
Waste intensity in terms of physical output		
Waste intensity (optional) – MT / Million INR MVA	1.25	1.28
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	30,372	26,525
(ii) Re-used	0	0
(iii) Other recovery operations	1,571	1,304
Total	31,943	27,829
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	306.62	1,008
(ii) Landfilling	980.63	590
(iii) Other disposal operations	0	0
Total	1,287.25	1,598

Note: Incineration is done only for waste streams mandated by Waste Management Rules. In most cases, authorised vendors conduct incineration with waste recovery. Effluent Treatment Plant (ETP) sludge is disposed of through authorised vendors, which is then sent to the landfill. Please refer to Principle 6, Essential Indicator 10 for details on the Company's waste management practices.

Additional waste categories have been identified as part of the ZWTL validation exercise that have been added to the data for financial year 2023- 24 to ensure comparability and accuracy.

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, SGS India Private Limited has provided reasonable assurance on the data reported under this indicator.

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

The Company maintains a robust waste management framework aligned with statutory requirements and guided by circular economy and life cycle thinking. All manufacturing sites are equipped with compliant waste handling infrastructure, including

Business Responsibility and Sustainability Reporting (Contd..)

segregated scrap yards, impervious flooring, designated compartments, and fire safety systems. Waste monitoring is carried out through physical inspections and ERP-based tracking, while disposal is done through Pollution Control Board-authorised vendors.

The Company complies with Extended Producer Responsibility (EPR) under Central Pollution Control Board (CPCB) guidelines and applies the 3R principles—Reduce, Reuse, Recycle—across operations. Notable initiatives include aluminium scrap recycling, sand reclamation in die-casting, returnable packaging, and reuse of wooden pallets. Hazardous substance use is minimised through a switch to water-based paints, recovery of heavy metals like chrome and nickel, reduction of hazardous material content in brake liners, and moisture reduction in sludge via decanter and volute press systems. In the financial year 2024–25, six plants were awarded Platinum-level Zero Waste to Landfill certification by TUV India, reflecting the Company's strategic efforts in source segregation, pre-processing of foundry and packaging waste, and co-processing with cement and energy recovery partners. These actions helped divert over 96% of total waste from landfills, also aligning with climate goals by reducing Scope 3 emissions. E-waste, bio-medical waste, and battery waste are managed in accordance with the existing Waste Management Rules and Extended Producer Responsibility (EPR) specific to each category.

Life Cycle Assessments (LCA) further support waste reduction planning. As part of its 2030 Sustainability Roadmap, the Company aims to achieve 100% landfill diversion and embed waste lifecycle thinking into procurement, design, and operations. Under Principle 6 (Leadership Indicator 6), the Company has also identified potential environmental risks in its supplier value chain, particularly around the use of hazardous substances. To address this, it is actively working on embedding waste lifecycle thinking into procurement, design, and operations.

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

Sr. 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.
None of the Company's plants / offices are located near notified ecologically sensitive areas.			

12. Details of Environmental Impact Assessments ("EIA") of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of the project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in the public domain (Yes / No)	Relevant Web link
No Environmental Impact Assessments were conducted by the Company during the reporting period.					

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

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

Yes, all manufacturing units of the Company are compliant with the applicable environmental laws / regulations / guidelines. It uses a compliance management technology platform for monitoring a large range of applicable laws, regulations, and guidelines while monitoring compliance status. The Company has also ensured compliance validation through a maker-checker mechanism.

Business Responsibility and Sustainability Reporting (Contd..)

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:

- Name of the area: Narasapura plant, located in Malur Taluk of Kolar district
- Nature of operations: Manufacturing
- Water withdrawal, consumption, and discharge in the following format:

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	16,496	21,332
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)	16,496	21,332
Total volume of water consumption (in kilolitres)	9,625	11,614
Water intensity per rupee of turnover (Water consumed / turnover)	6.24x10 ⁻⁶	9.14 x10 ⁻⁶
Water intensity (optional) – the relevant metric may be selected by the entity	Not Calculated	
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) Into Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) Into Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
- No treatment	0	0
- With treatment – please specify level of treatment	6,871	9,718
(v) Others		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	6,871	9,718

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, SGS India Private Limited has provided reasonable assurance on data reported under this indicator.

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , if available)	Metric tonnes of CO ₂ equivalent	10,546.62	NA
Total Scope 3 emissions per rupee of turnover		1.19x10 ⁻⁷	NA
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		NA	NA

The Company has completed its Scope 3 inventory for Waste Generated (Category 5), Business Travel (Category 6) and Fuel and Energy-related activities (not included in Scope 1 and 2 for Category 3). The Company is in the process of covering other key categories relevant for its scope of operations. The Company will include its progress in subsequent disclosures.

Business Responsibility and Sustainability Reporting (Contd..)

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.

(N) No. Independent assessment / evaluation / assurance has not been carried out by an external agency.

3. With respect to the ecologically sensitive areas reported in Question 10 of Essential Indicators above, provide details of the significant direct & indirect impact of the entity on biodiversity in such areas along with prevention and remediation activities.

The Company does not operate any plants or offices in ecologically sensitive areas and hence has no impact on biodiversity.

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 the outcome of such initiatives, as per the following format:

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Energy Efficiency and GHG Emissions Reduction	<ul style="list-style-type: none"> Intelligent Flow Controllers –Improving compressed air efficiency by 3% across operations. Upgrade of IE (International Efficiency)3 motors to high-efficiency IE4 / IE5 motors as part of the Motor Management Programme. Installation of Variable Frequency Drives (VFDs) on hydraulic motors, timer-based controllers for lighting and utilities, and Programmable Logic Controllers (PLCs) for Gravity Die Casting (GDC) machines to optimise energy usage. Implementation of magnetic resonators and fuel pitch systems to enhance the combustion efficiency of Piped Natural Gas (PNG), Liquified Petroleum Gas (LPG), and furnace oil. Deploy energy-efficient compressors and Automatic Power Factor Correction (APFC) panels to improve electrical efficiency and power factor. Heat recovery units are installed on air compressors to reuse waste heat for water heating processes. Use gravity conveyors and idle-mode activation to reduce energy use in material handling. Enhance natural light harvesting via transparent roofing sheets and north-light shed design. Use of new technology for power quality enhancement and electrical load optimisation. Use express feeder lines for Diesel Generator (DG) sets to minimise diesel generator runtime and emissions. Science Based Targets Initiative (SBTi) Commitment Signed in September 2024, marking a formal step toward science-based climate action. Scope 1 & 2 Emissions inventory, submission, and third-party verification completed in partnership with Confederation of Indian Industry (CII). Scope 3 Emissions Engagement initiated, with inventories for key categories (e.g., waste, business travel) completed 	Achieved measurable reduction in energy consumption across manufacturing operations and contributed to a decrease in Scope 1 and Scope 2 GHG emissions. For further details and quantitative outcomes, refer to "Conservation of Energy" in Annexure I of the Board's Report in the Annual Report (Page 93).

Business Responsibility and Sustainability Reporting (Contd..)

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
2	Commitment to SBTi	The Company has formally committed to the SBTi in September 2024 to align its decarbonization roadmap to reach net-zero by 2050. The Company has completed its Scope 1 and 2 emissions inventory and third-party verification. A structured Scope 3 engagement programme is underway, covering relevant categories. The Company has also started implementing actionable emission reduction projects to operationalise its science-aligned decarbonization goals.	For further details, refer to Page 50 of the Annual Report.
3	Increase the share of renewable energy in the energy mix.	The Company is advancing its renewable energy integration strategy through a combination of on-site solar installations, captive wind and solar power, and long-term Group Captive / Open Access Power Purchase Agreements (PPAs). In the financial year 2024–25. It has also conducted techno-commercial feasibility assessments for hybrid renewable systems and actively collaborates with electricity distribution companies (DISCOMs) and Maharashtra Energy Development Agency (MEDA) to facilitate regulatory approvals and streamline net metering processes.	In the financial year 2024-25 the Company sourced 99,82,270 units through rooftop and captive solar installations and 4,60,81,892 units via PPAs. The contribution of renewable energy to total electrical energy has increased by 12.78%
4	Shifting to cleaner fossil fuels	Transition from High-Speed Diesel (HSD) to cleaner fuels such as Piped Natural Gas (PNG) and Liquefied Petroleum Gas (LPG) in heat-intensive operations at key sites. This shift supports the Company's broader energy transition strategy focused on lowering emissions, improving combustion efficiency, and aligning with environmental sustainability goals.	Reduction in the SOx & PM emissions.
5	Waste Management	<p>Chrome and Nickel recovery processes.</p> <ul style="list-style-type: none"> Adoption of returnable and fit-to-purpose packaging to cut down packaging waste. Waste tracking through Management Information System (MIS) and Enterprise Resource Planning (ERP) systems to ensure efficient tracking. On-site reuse / recycling of aluminium scrap. Centralised coolant recycling systems. 	<p>Platinum-level Zero Waste to Landfill certification at six plants. Reduction in waste and promotion of circular economy principles.</p> <p>Please refer to Principle 6, Essential Indicator 9 for the quantum of impact</p>
6	Water conservation	<p>Recycling effluent through the Zero Liquid Discharge system in specific plants, reducing 8% in water usage.</p> <p>Closed-loop water curtain system for the paint process.</p> <p>Detailed Rainwater Harvesting (RWH) surveys were conducted across nine plants to optimise water collection and conservation.</p> <p>Implemented in surface treatment processes to reduce water consumption by recycling rinse water.</p> <p>Cascading Rinse Systems in surface treatment to cut rinse water usage</p> <p>Use of ETP Water for gardening purposes</p>	Reduction in water consumption Please refer to Principle 6, Essential Indicator 3 for the quantum of impact

Business Responsibility and Sustainability Reporting (Contd..)

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
7	Afforestation	Tree plantation across various regions as part of the Company's afforestation and ecological restoration efforts. These initiatives are crucial in enhancing carbon sequestration, mitigating climate change by absorbing atmospheric CO ₂ . Ongoing monitoring ensures sapling survival and long-term integration into local ecosystems, strengthening the impact of these green development efforts.	In the financial year 2024–25, 2,20,000 trees were planted for improving climate resilience
8	Motor Management	Through its Motor Management projects, and conversion of motor connections of grinding machines from delta to star configuration.	Energy savings of 2,72,058 kWh and a 194 metric tonnes of CO ₂ equivalent reduction in GHG emissions.
9	Compressed Air Optimisation Initiative	Implementation of high-efficiency IE4 compressors, Variable Frequency Drives (VFDs), intelligent flow control units, and advanced air leak detection systems.	Energy savings of 3,35,121 kWh and reduced GHG emissions by 256 metric tonnes of CO ₂ equivalent

Total Impact of energy efficiency projects - Saving of 12,96,616 kWh, ~1% of total electricity consumption. For further details, refer to Page 50 of the Annual Report in the section titled 'Driving a greener tomorrow'.

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

The Company has a comprehensive Risk Management Framework in place, which covers a variety of natural, people, safety, operational and legal risks. Each plant has emergency response teams in place and a structured emergency response plan covering relevant risks that is periodically reviewed. Fire drills and mock drills are a part of the risk mitigation plans covered by the framework. In addition, ensuring requisite business continuity and disaster recovery management plans from an IT perspective are integral to the Company's Enterprise Risk Management process. These are a part of ISMS which ensures business continuity in scenarios of natural disasters at the main Data Centre (DC) site, failure of any business application system / database, or a cyber-attack incident. These plans are supported by the preparation of RARTP (Risk Assessment and Risk Treatment Plan) for the information assets register and practices related to data backup management, DC-DR drills, etc.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

The Company actively monitors its value chain to identify and mitigate environmental risks, and a supplier declaration system has been institutionalised to mitigate risks from the use of hazardous materials, ensuring compliance with customer-specific and country-specific regulations.

In a supplier audit, excessive heavy oil was discovered on forged fasteners intended for zinc plating, which was contaminating the degreasing and plating baths. Despite existing oil skimmers, the residual oil posed a persistent threat to process integrity. To address this, the Company implemented a pre-washing system for forged parts prior to plating. This initiative led to a reduction of over 50% in plating-line-specific ETP sludge and more than 20% savings in chemical consumption, significantly reducing the environmental impact of the plating process. In another case, the Company identified the use of tin flash plating for rust prevention—a process categorized under the Red Category due to its high environmental impact. In collaboration with the supplier, an alternative solution was recommended by the Company, which, after successful trials, enabled the supplier to transition to ultrasonic cleaning combined with rust prevention oil, eliminating the need for plating. This change significantly reduced the environmental footprint of the process and brought it into alignment with the Company's sustainability standards, particularly for components such as wheel rims and silencers.

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

Consent to Operate (CTO) Compliance audits were conducted at 73 suppliers, including 39 direct and 35 sub-suppliers, who specialise in special processes such as surface treatment, castings, and heat treatment, which have relatively greater environmental impact risks. The audits aimed to ensure the usage of ETP and STP, proper disposal of treated effluents, hazardous waste

Business Responsibility and Sustainability Reporting (Contd..)

management, and monitoring of environmental parameters. These 39 direct suppliers of the Company, along with 15 suppliers of aftermarket products, account for 8% of the total value of its business. The Company also extends support to suppliers to address gaps to meet compliance as required by their consents. In addition, suppliers contributing to 32.14% of the spend have shared their ESG performance data that has been collected and analysed. In total, 40.14% of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

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**

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

Essential Indicators

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

Ten (10)

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

Sr. No.	Name of the trade and industry chambers / associations	Reach of trade and industry chambers / associations (State / National)
1.	International Tube Association - India Chapter	National
2.	Aluminium Stewardship Initiative Ltd	National
3.	Automotive Component Mfrs Assn Of India	National
4.	Confederation Of Indian Industry	National
5.	Engineering Export Promotion Council (EEPC India)	National
6.	Industrial Waste Management Association	National
7.	Maharashtra Economic Development Council	State
8.	Sidcul Entrepreneur Welfare Society	State
9.	Society Of Indian Automobile Manufacture	National
10.	The Indo Italian Chamber 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.

There have been no adverse orders related to anti-competitive conduct from any regulatory authorities. Hence no corrective actions have been deemed necessary by the entity.

Leadership Indicators

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

Sr. No.	Public Policy advocated	Method resorted for such advocacy	Whether information available in public domain (Yes / No)	Frequency of review of Board (Annually / Half Yearly / Quarterly / Others-Please Specify)	Web Link- if available
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The Company does not engage in direct public or regulatory policy advocacy with the government. However, it actively participates in various industry and trade associations, as outlined in Principle 7, Essential Indicator 1(b). Through these platforms, the Company shares its insights and perspectives on key industry matters, contributing to collective industry representations that support informed public policy formulation.

Business Responsibility and Sustainability Reporting (Contd..)

PRINCIPLE

8

Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in the public domain (Yes / No)	Relevant web link
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The Company is not required to undertake any Social Impact Assessments (As per the SEBI BRSR guidance) under the Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act, 2013, in the reporting year.

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

Name of project for which R&R is ongoing	State	District	No. of Project Affected Families (PAF)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)
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The Company did not have ongoing Rehabilitation and Resettlement (R&R) during the reporting period.

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

The Company is committed to act as catalysts to equip individuals with the right skills, tools, as well as resources to create a sustainable and lasting impact on the communities it operates within. An integral component of its community engagement process is a robust grievance redressal mechanism. A suggestions / complaints box is stationed at the Gram Panchayat of the villages supported by the Company, World on Wheels (WoW) Bus, and Old Age Day Care Centre to facilitate community feedback. These inputs are prioritised jointly by the Gram Panchayat and Sevak Trust (the Company's CSR implementation agency). The CSR team of the Company actively engages with the local community surrounding its manufacturing sites to address their issues. Any matters requiring senior management attention are promptly escalated and resolved by the appropriate authority. Additionally, the security and HR officers in each plant have a defined protocol to receive, register and resolve any complaints from the communities surrounding the plants.

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

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs / small producers	30.88%	29.00%
Directly from within India	92.19%	94.91%

Note: SGS India Private Limited has provided reasonable assurance on data reported under this indicator.

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

Location	FY 2024-25	FY 2023-24
Rural	1.24%	0.97%
Semi-urban	46.34%	38.51%
Urban	Nil	Nil
Metropolitan	52.42%	60.52%

Note: SGS India Private Limited has provided reasonable assurance on data reported under this indicator.

Business Responsibility and Sustainability Reporting (Contd..)

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
The Company was not required to conduct any Social Impact Assessments (as per Question 1 of Essential Indicators above) during the reporting year, hence no mitigation measures were needed.	

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

Sr. No.	State	Aspirational District	Amount spent (In INR)
The Company does not have active CSR projects in any aspirational districts.			

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

No. The Company prefers procurement from local suppliers for goods and services to aid in creating economic opportunities in the communities where the Company operates. However, the Company does not have a formal preferential procurement policy for marginalised / vulnerable groups.

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

Not applicable

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

Not applicable

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

Sr. No.	Intellectual Property based on traditional knowledge	Owned / Acquired (Yes / No)	Benefit shared (Yes / No)	Amount spent (In INR)
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No benefits were derived from intellectual properties owned or acquired by the entity based on traditional knowledge in the current financial year.

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 Case	Corrective Action Taken
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There were no disputes regarding the usage of traditional knowledge and no corrective actions were necessary.

6. Details of beneficiaries of CSR Projects:

Sr. No.	Projects	Total Beneficiaries	% of beneficiaries from vulnerable and marginalized groups
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A) Village Development Project

1	Water & Sanitation	4,501	100%
2	Agriculture & Livelihood	25,594	100%
3	Health & Nutrition	7,524	100%
4	Education	13,628	100%

Business Responsibility and Sustainability Reporting (Contd..)

Sr. No.	Projects	Total Beneficiaries	% of beneficiaries from vulnerable and marginalized groups
5	Other - Dense Forest	66,995	100%
	Sub Total A	1,18,242	100%
B) Vocational Training Centre			
1	Vocational Training Centre - Candidates, Parents	1,200	100%
	Sub Total B	1,200	100%
C) Balwadi			
1	Balwadi	49	100%
	Sub Total C	49	100%
	Grand Total A + B+C	1,19,491	100%

Note: There are 22,009 direct beneficiaries and the rest are indirect beneficiaries.

PRINCIPLE

9

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

Essential Indicators

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

In the Original Equipment Manufacturer (OEM) segment, customer complaints are managed by the plant-level Supplier Quality Assurance (SQA) team. This team ensures prompt and effective resolution through systematic monitoring and consistent follow-ups, upholding the Company's high-quality and customer satisfaction standards. Customers can contact the Company with queries related to products, services, or to register grievances through multiple channels. They may contact the Company through email at customercare@endurance.co.in, or by phone at 0240-2569723 and +91 8010187593. Additionally, grievances can be submitted in person or by post to the registered office at: E-92, MIDC Industrial Area, Waluj, Chh. Sambhajnagar - 431 136, Maharashtra.

A structured complaint management system is in place for the aftermarket segment to ensure timely and effective resolution. Complaints from distributors are formally received through email, categorised based on their nature and assigned a defined Turnaround Time (TAT) for resolution. These complaints are then routed to the relevant internal teams for appropriate action. The Company conducts bi-annual Governing Council meetings to further strengthen engagement and collaboration. These meetings serve as a platform to address broader concerns such as product availability, commercial issues, and market feedback, fostering continuous improvement in aftermarket support and service delivery.

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

	As a percentage of total turnover
Environmental and social parameters relevant to the product	6.08%
Safe and responsible usage	6.08%
Recycling and / or safe disposal	6.08%

Note: The Company ensures that all applicable government regulations related to environmental and social parameters including safe and responsible usage, recycling, and proper disposal that are fully adhered to in its primary and secondary packaging. Relevant recycling information is displayed on the Company's products to guide consumers for their responsible usage. Used, clean bags are accepted through a buyback programme offered by the Company, with further details available under Principle 9, Leadership Indicator 2. In its aftermarket operations, the Company conducts focused awareness sessions for downstream value chain partners, emphasising environmental and social responsibilities and safe product usage, in line with Principle 1, Leadership Indicator 1.

Business Responsibility and Sustainability Reporting (Contd..)

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

Particulars	FY 2024-25		Remarks	FY 2023-24		Remarks
	Received during the year	Pending resolution at the end of the year		Received during the year	Pending resolution at the end of the year	
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Others	0	0	NA	0	0	NA

NA = Not Applicable

Note: Customer Complaints are disclosed in Section A, Q25

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

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

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

The Company has implemented a comprehensive Information Security Management System (ISMS) aligned with ISO 27001:2013, underscoring its commitment to cybersecurity and data privacy. The system is certified by the British Standards Institution (BSI), with recertification conducted every three years and annual surveillance audits ensuring ongoing compliance. The ISMS framework applies to all employees and external stakeholders with access to the Company's network resources. To maintain high levels of awareness and adherence, the Company conducts regular training and awareness programmes, with policies made readily accessible via its intranet. A dedicated helpdesk, supported by a ticket management system, addresses security-related incidents efficiently. Additionally, the Company leverages advanced cybersecurity tools, including real-time dashboards and alert mechanisms, to proactively detect and mitigate vulnerabilities across its IT infrastructure. Cybersecurity and data privacy policies are reviewed annually to ensure continued relevance and effectiveness.

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.

Not applicable. There were no corrective actions necessary related to advertising, essential services cyber security or data privacy neither were there any instances of product recalls or penalties / actions taken by regulatory authorities related to the safety of the Company's products / services.

7. Provide the following information relating to data breaches:

- Number of instances of data breaches along with impact:** No instances of data breaches were reported in the financial year 2024-25.
- Percentage of data breaches involving personally identifiable information of customers:** None
- Impact, if any, of the data breaches:** No such impact as no data breaches occurred in the reporting year.

Business Responsibility and Sustainability Reporting (Contd..)

Leadership Indicators

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

Information on the Company's products can be found on the website: www.endurancegroup.com. The Company participates in Auto Expos from time to time, leveraging them as a platform for showcasing products and engaging with customers. In addition, the marketing teams from the Company also organise technology and product events at client locations, especially for its new products and solutions. For the aftermarket products, the pricing and catalogue information are accessible through the Android app available on the Google Play Store. The Company also partners with retail and mechanic associations to set up stalls, product displays, and awareness campaigns. These initiatives are conducted through service campaigns at garages and service camps, where products are displayed for mechanics, retailers, and end-users. Mechanic and retailer meetings are also held to foster engagement and knowledge sharing. A prominent feature of the Company's outreach is the Roadshow (Van Campaign), where branded vans travel to markets with concentrated garages. These vans engage with mechanics, showcase products, introduce new launches, and distribute promotional gifts. Multiple vans operate across different cities, with the total number of van days being tracked and collected at the end of the year to measure the campaign's reach and impact.

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

The Company prioritises safe and responsible product usage by consistently raising consumer awareness. It hosts meetings with retailers and mechanics to educate them about the products. The Company's product labels contain all relevant product information, safety instructions, and consumer support contact details.

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

The Company's operations are not subject to the regulations outlined in the Essential Services Maintenance Act (ESMA). Nevertheless, the Company takes a proactive approach by informing its customers about any possible interruptions or discontinuations in product availability through its salesforce and various communication channels.

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)

Product packaging and labelling only apply to the aftermarket business of the Company and it ensures compliance with the 'Legal Metrology Act' of the Government of India, displaying the required product information on all packaging. This includes essential details such as product compliance, company address, consumer contact information, packaging thickness standards, and other government-mandated information as outlined in Essential Indicator 2.

The Company evaluates customer satisfaction from OEM customers based on the quality performance reports that each plant receives periodically from its customers. In addition, the Company diligently engages with customers to determine opportunities to improve customer experience and satisfaction levels. For the aftermarket business, a quantitative customer satisfaction survey was not conducted in the financial year 2024-25. The Company engages with representatives of its aftermarket dealers and distributors through a Governance Council. Membership of the Council rotates every six months, based on predetermined internal criteria, to ensure diverse representation. Authorised distributors from various segments ranging from two-wheelers and three-wheelers to both large and small-scale distributors from metro and rural markets, are included in the Council. These members provide valuable input on the Company's operational strategies, pricing policies, promotional schemes, market fit, and other pertinent issues.

Disclaimer: In case of any discrepancy in data submitted via XBRL, data reported in the BRSR Report shall prevail.