



Engineering the Future

Through Sustainable
and Responsible Design

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About the Report

The Mangal Industries Limited (MIL) Sustainability Report for FY 2025 provides a comprehensive overview of the Company's commitment to responsible and sustainable practices. Covering operations across Engineering and Automation, Component Solutions and Toolworks with facilities in Karakambadi, Petamitta, Thenepalli (Andhra Pradesh) and Oragadam (Tamil Nadu), this report outlines key achievements, progress and impact during the fiscal year April 01, 2024 to March 31, 2025.

The Sustainability Report aligns with the Global Reporting Initiative (GRI) standards, the Business Responsibility and Sustainability Reporting (BRSR) based on the National Guidelines for Responsible Business Conduct (NGRBC) framework and the UN Sustainable Development Goals (UN SDGs). Data in this report has been assured by Bureau Veritas (India) Pvt Ltd.



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Forward-looking statements

Some information in this report may contain forward-looking statements which include statements regarding Company's expected financial position and results of operations, business plans and prospects etc. and are generally identified by forward-looking words such as 'believe,' 'plan,' 'anticipate,' 'continue,' 'estimate,' 'expect,' 'may,' 'will' or other similar words.

Forward-looking statements are dependent on assumptions or basis underlying such statements. We have chosen these assumptions or basis in good faith and we believe that they are reasonable in all material respects. However, we caution that actual results, performances or achievements could differ materially from those expressed or implied in such forward-looking statements. We undertake no obligation to update or revise any forward-looking statement, whether as a result of new information, future events, or otherwise.

Engineering Progress with Purpose

It gives me great pride to present the Sustainability Report of Mangal Industries Limited for FY 2024–25. This report reflects our unwavering commitment to conducting business responsibly, with a focus on environmental stewardship, social inclusion and transparent governance.

At Mangal Industries, we believe sustainability is not an additional function; it is at the very heart of how we operate.

Over the past year, we have taken significant strides in aligning our operations with the National Guidelines on Responsible Business Conduct (NGRBCs) and international best practices. Our sustainability agenda is driven by three core priorities: responsible resource use, stakeholder well-being, and excellence in governance.

During FY 2024–25, we delivered measurable progress across our environmental targets. Renewable energy accounted for nearly 46% of our energy consumption, including biomass, while carbon intensity declined by 16% and energy intensity by 10%. We also advanced circularity in our operations, with 97% of lead inputs sourced from recycled material and increased recovery of plastics and copper. These outcomes demonstrate the effectiveness of our structured approach to resource efficiency and climate resilience. Our commitment towards improving the circularity in our operations resulted in achieving Zero Waste to

Landfill and Incineration in FY 24-25. We recycled 100% of our waste generated across the operations of MIL.

Equally important is our focus on people. We maintained a zero-fatality record and enhanced workplace safety through behaviour-based safety programmes and critical risk assessments. We strengthened inclusivity, raising gender diversity to 11.2%, and remain committed to reaching 15% by FY 2025–26. Our investments in employee well-being, health, and skill development reaffirm our dedication to building a resilient and future-ready workforce.

Our community engagement is channelled through the Rajanna Foundation, the CSR arm of the Amara Raja Group. Through this platform, we continue to advance social development in the regions surrounding our operations. In FY 2024–25, our initiatives in primary healthcare, education, skill development, and social forestry benefitted thousands of individuals from

marginalized and vulnerable groups. These programmes are designed to generate enduring socio-economic value, ensuring that our growth is shared equitably with the communities we serve.

Looking forward, we have set ambitious yet achievable goals to deepen our sustainability performance. By FY 2025–26, we aim to maintain renewable energy share at 41%, maintain Zero Waste to Landfill, further strengthen workplace safety and critical risk management, improve gender diversity to 15%, and expand the scale and impact of our community development programmes. These commitments reflect our belief that sustainable business practices are fundamental to long-term resilience, stakeholder trust, and value creation.



Harshavardhana Gourineni
Director,
Mangal Industries Limited

Corporate Portrait

Mangal Industries Limited (MIL), a key enterprise of the Amara Raja Group, is a design-led manufacturing partner delivering advanced solutions in auto components, toolworks, engineering and automation, storage systems and custom fabrication. With modern facilities in Andhra Pradesh and Tamil Nadu, we combine engineering precision, responsible design and sustainable practices to serve diverse sectors including mobility, industrials, logistics, healthcare, electronics and e-commerce.



Our three Strategic Business Units (SBUs)

Component Solutions

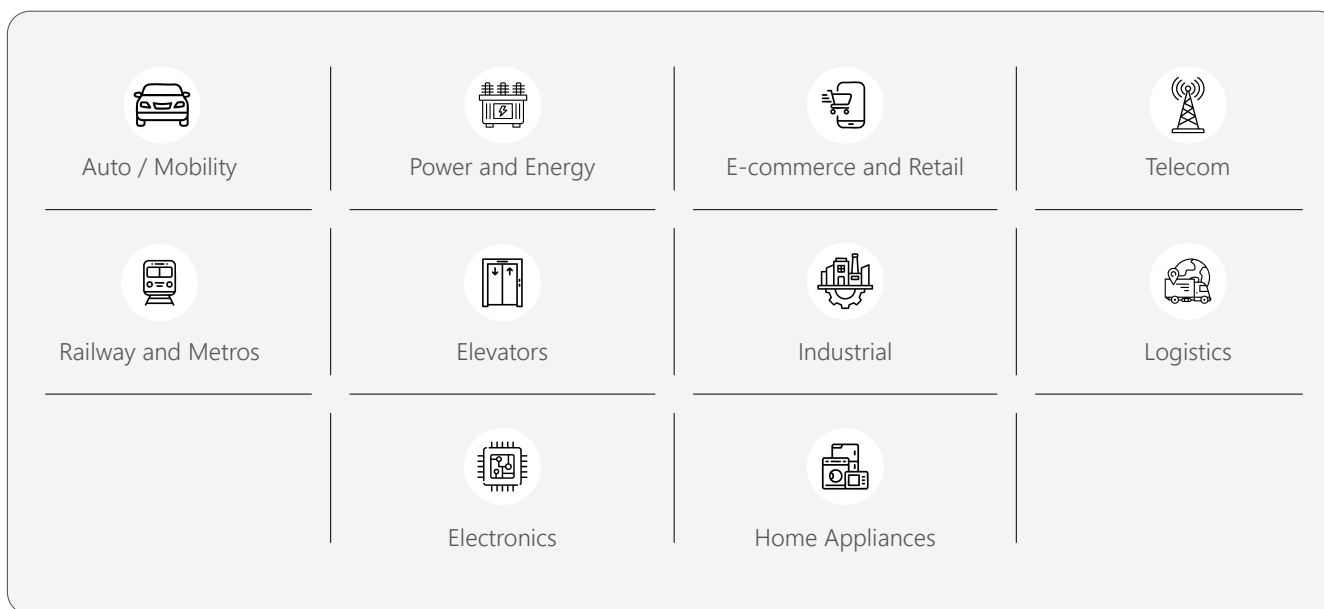
- Fasteners
- Small Parts
- Bushes
- Metal Fabrication

Engineering and Automation

- Automation
- Custom Fabrications

Plastics and Toolworks

- Toolworks
- Plastics



Corporate Portrait

Journey of Mangal Industries

FOUNDATIONS OF EXCELLENCE (1990–2007)

Building strong foundations in manufacturing excellence, certifications, and first diversification into storage solutions.

1990

Incorporated and commenced Metal Fabrication business

1997

Established Battery Components Plant at Petamitta

1998

Achieved ISO 9001:2000 certification

2005

Secured ISO/TS 16949:2002 certification, reinforcing quality systems
Commissioned Storage Solutions Plant at Thenepalli

2007

Earned EN 15085-2 certification for rail welding standards
Achieved ISO 14001:2004 certification, embedding environmental responsibility

EXPANSION AND DIVERSIFICATION (2008–2018)

Broadened portfolio and partnerships, venturing deeper into specialised components and collaborations.

2008

ISO 45001:2018 certification achieved, strengthening workplace safety

2013

Strategic partnership with AXISCADES Technologies for advanced Toolworks

2016

Small Parts Plant established at Petamitta

2018

Fasteners Plant set up in Petamitta

Engineering Our Journey

TRANSFORMATION AND INTEGRATION (2019–2025)

Consolidation of business lines, capacity expansion and strategic restructuring to align with future-ready, design-led manufacturing.

2021

Expansion of Battery Components Plant at Petamitta
Auto Plastics Plant established at Oragadam (Chennai)

2023

- New Metal Fabrication Plant established at Thenepalle
- Commissioning of Battery Components Plants at ARGC and Karakambadi
- Creation of Sustainability Committee

2024

- Demerger of Battery Components Business
- First BRSR Report and Sustainability Snapshot

2025

Second BRSR and Sustainability Report

Corporate Portrait

Our North Star

When we progress responsibly, we never lose sight of our North Star that guides us every step of the way.



Vision

Through the Amara Raja Way and through enduring progressive partnerships we will be a Global Leader in Energy and Mobility Solutions.



Core Purpose

To transform our increasing spheres of influence and to improve the quality of life by building institutions that provide better access to better opportunities to more people... all the time.



Values



Innovation...

To us is proactively rebelling for better ways of doing things leading to newer possibilities



Excellence...

To us is continually enhancing our performance to consistently produce outstanding results with lasting impact



Entrepreneurship...

To us is leading with courage and conviction to convert gaps into opportunities, create wealth and contribute to growth



Experiences...

To us is what we create for our stakeholders, which makes them feel part of something special, leading to endearing relationships



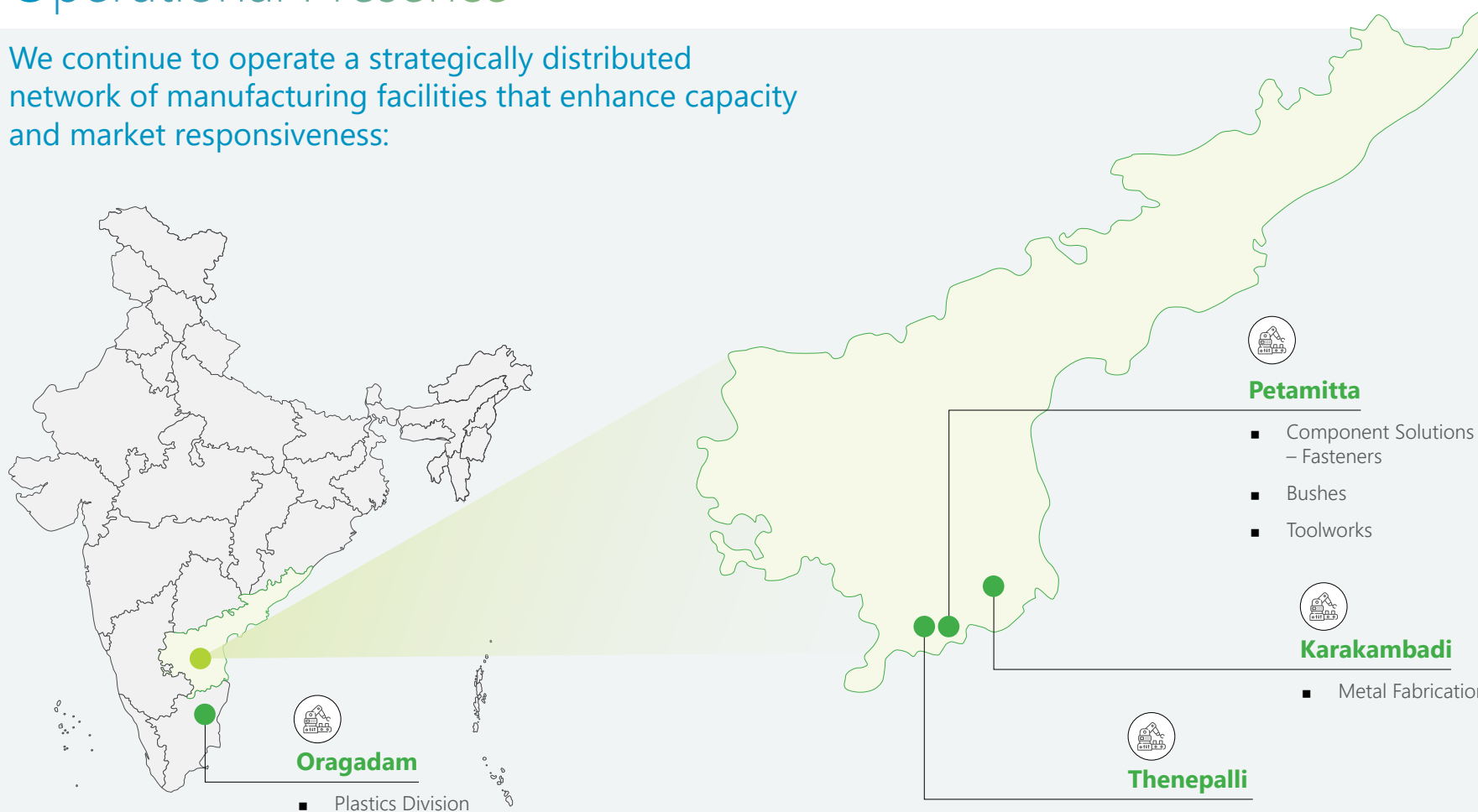
Responsibility...

To us is the total ownership of our thoughts and actions in every situation to achieve maximum common good in the best interest of the Environment, Society, Customer, Supplier, Employee and Shareholders

Corporate Portrait

Operational Presence

We continue to operate a strategically distributed network of manufacturing facilities that enhance capacity and market responsiveness:





Map not to scale

This presence ensures cost efficiency, agility in supply and resilience in meeting diverse customer requirements.

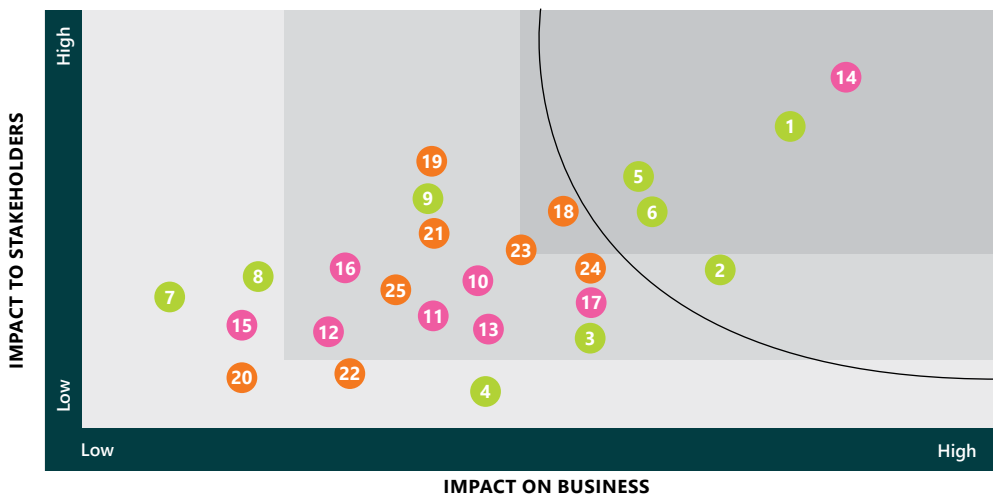
Our Material Priorities

As we continue to grow, we are making a deliberate effort to stay connected with stakeholders whose views and aspirations are integral to our long-term success. This includes engaging more frequently with them—listening to their expectations and acting where it matters most. Our materiality process is key to identifying what requires our focus and immediate attention, ensuring we remain grounded. This approach allows us to move forward with purpose, always mindful of the bigger picture while we drive progress.

<p>STEP 01</p> <p>Stakeholder Engagement</p> <p>Materiality surveys and interviews with customers, employees, investors, suppliers and community representatives</p>	<p>STEP 04</p> <p>Risk Integration</p> <p>Overlay of risks identified through our Enterprise Risk Management (ERM) framework</p>
<p>STEP 02</p> <p>Internal Workshops</p> <p>Cross-functional sessions to identify operational risks and emerging concerns</p>	<p>STEP 05</p> <p>Standards Alignment</p> <p>Mapped against global and national disclosure frameworks, including BRSR, GRI, SASB, DJSI, MSCI and so on</p>
<p>STEP 03</p> <p>Benchmarking</p> <p>Peer analysis of leading global organisations</p>	<p>STEP 06</p> <p>Board Oversight</p> <p>Final validation by the Sustainability Committee and the Board of Directors</p>

Material Priorities Driving Sustainable Growth



ENVIRONMENTAL PRIORITIES

1. Climate Change and Decarbonisation
2. Energy Management and Efficiency
3. Air Emissions and Quality
4. Freshwater Stewardship
5. Wastewater and Effluent Management
6. Solid Waste Management and Circularity
7. Biodiversity and Ecosystem Preservation
8. Responsible Sourcing of Raw Materials
9. Sustainable and Inclusive Supply Chain

SOCIAL

10. Human Rights Protection
11. Community Engagement and Development
12. Employee Engagement and Fair Labour Practices
13. Talent Attraction, Development and Retention
14. Health, Safety and Well-being
15. Diversity, Equity, Inclusion and Belonging (DEIB)
16. Learning and Development
17. Product Responsibility and Stewardship

GOVERNANCE

18. Business Ethics and Corporate Governance
19. Risk Management and Controls
20. Responsible Policy Advocacy
21. Long-Term Growth and Profitability
22. Navigating Macro-Economic and Geopolitical Context
23. Legal and Regulatory Compliance
24. Data Privacy and Cybersecurity
25. Innovation and RandD



Honours that Endorse Our Sustainability Journey



CII Industrial Safety Awards 2024

MIL won multiple honours at CII's Industrial Safety Awards — Gold (Petamitta and HO) and Silver (Thenepalli) — for excellence in safety performance and workplace practices.



Best Overall Sustainable Performance Award

Conferred at the 3rd Sustainability Conclave and Awards by Transformance Forums on 13th Dec 2024, recognising MIL's leadership in ESG and sustainable business practices.

CII Inter-Industry Kaizen Competition 2025

The MIL–MF (HO) team secured 2nd Runner-Up in the Productivity Improvement Category at the 14th CII Kaizen Competition held on 6–7 Feb 2025.

NCQC 2024 – Par Excellence Award

At the 38th National Convention on Quality Concepts (QCFI), the MIL–Metal Fabrication HO team earned the Par Excellence Award for quality and process innovation.

Integrated Management System (IMS) Certifications

MIL achieved ISO 14001:2015 and ISO 45001:2018 certifications for Thenepalli, Petamitta, and Oragadam units, reinforcing global EHS compliance.

Women Welding Fraternity Competition 2025 (WWFc–2025)

MIL–MF women employees participated for the first time, showcasing technical excellence and advancing women's inclusion in specialised welding processes.

ICQCC 2024 – Gold Award

The MIL–MF “Henry Ford–2 QCC” team won Gold at the 49th International Convention on Quality Control Circles (ICQCC) held in Colombo, Sri Lanka.

EcoVadis Sustainability Rating

MIL scored 60% and ranked in the 64th global percentile in its first EcoVadis Sustainability Assessment, reflecting strong ESG performance, earning a ‘Commitment Badge’.

CII Champion of Champions Trophy (National Level)

MIL–HO team won the Jury Champion Award in the Poka Yoke category at the CII National-Level Champions Trophy 2024 on 19th Dec 2024.

Engineering the Future

At Mangal Industries, engineering is about shaping industries, enabling progress and creating solutions that last. Our growth over the years has been guided by the scale of our operations as well as by the purpose and values behind every decision we make.



SUSTAINABLE BY DESIGN

We are committed to a future where innovation goes hand in hand with sustainability. By expanding renewable energy, reducing carbon intensity, embedding circular practices and managing water responsibly, we are engineering solutions that minimise environmental impact. Our focus is on ensuring that today's progress does not come at the cost of tomorrow's resources, creating pathways to cleaner, more efficient and resilient operations.

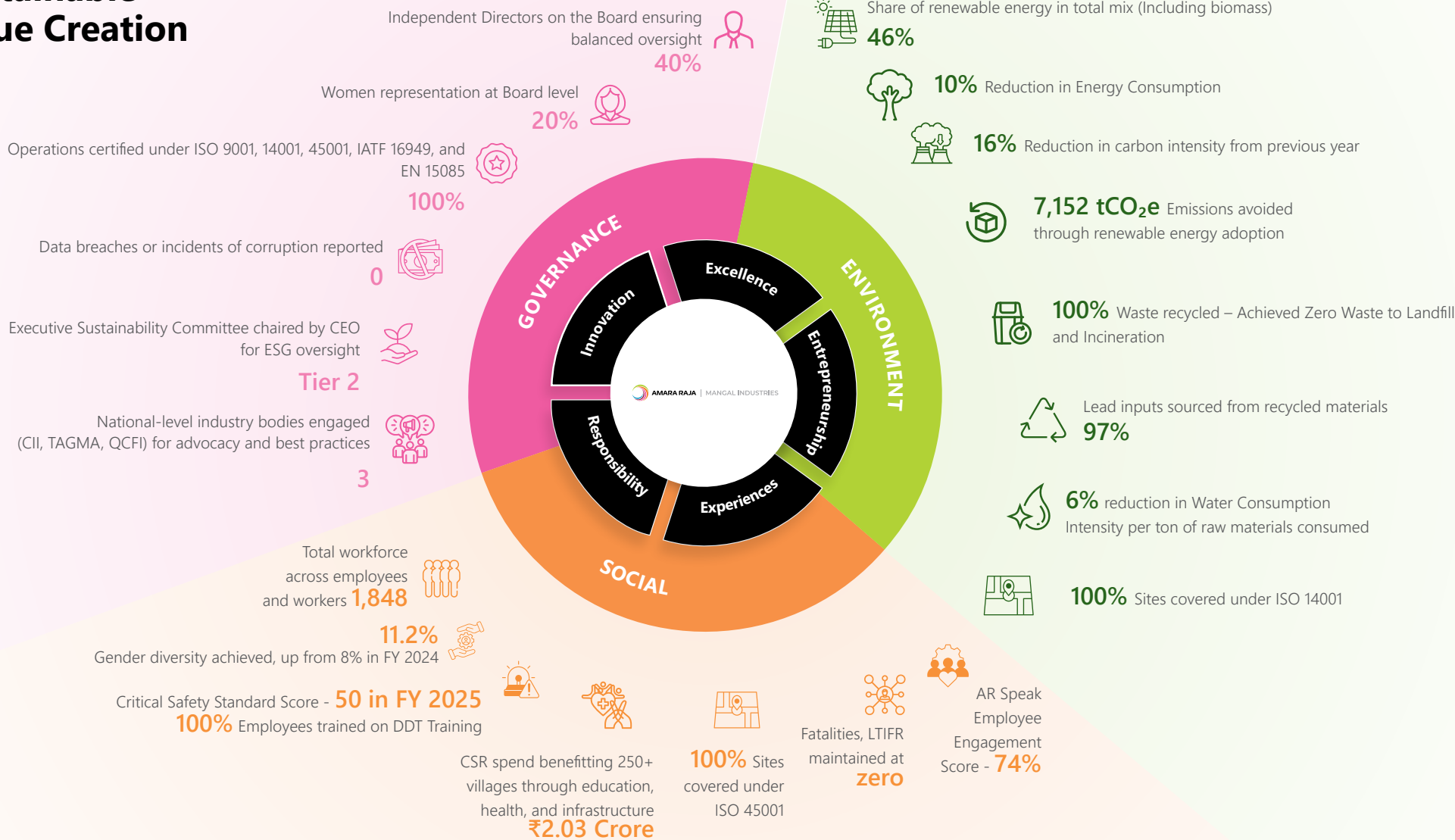
This integrated approach defines who we are and how we engineer the future. It is a future where design is about sustainability, responsibility and trust.



RESPONSIBLE IN ACTION

Responsibility shapes every part of our journey — from protecting our people and fostering diversity to uplifting communities and governing with integrity. We are building safe, inclusive workplaces, empowering women and youth, and extending our impact through healthcare, education, and skilling programmes. Our governance practices, rooted in transparency and ethics, ensure that every innovation and partnership creates long-term value for all stakeholders.



Sustainable Value Creation



SDGs IMPACTED



Performance Score Card

Aspect	Targets for FY 2025	Units	FY 2024	FY 2025 Target	FY 2025	Performance	Achievement
 <p>Environment</p>	Reduce Energy Intensity by 10%	GJ/INR Crore	133.69	120.321	120.33	10%	Achieved
	Increase Renewable Energy Share to 45%*	%	44%	45%	45.80%	46%	Achieved
	Reduce Carbon Intensity by 15%*	tCO ₂ e/INR Crore	12.79	10.87	10.67	16%	Achieved
	Reduce specific freshwater consumption by 10%*	m3/MT RM	3.13	2.82	2.95	6%	Achieved 6% Instead of 10%
	Achieve zero waste to landfill	MT	4%	0%	0%	0	Achieved
	Achieve 100% use of recycled raw materials (lead and lead alloys) in production	%	74%	100%	97.26%	97%	Achieved 97.26%. Improved from 74% to 97.26% in one year.
 <p>Social</p>	Sustain as zero-fatality organization	Nos	0	0	0	0	Achieved
	Maintain Zero LTIFR	FR	0	0	0	0	Achieved
	Ensure 100% annual medical examinations for all employees	%	99%	100%	94.7%	94.7%	Achieved 94.7% instead of 100%.
	Achieve a gender diversity of 12%	%	8%	12%	11.26%	11.26%	Achieved 11.26%

* Targets modified based on the Business Plan and SOP Changes



Engineering a Greener Tomorrow

In shaping the future, we place sustainability at the heart of our progress. By advancing renewable energy, reducing emissions, conserving water and embedding circular practices, we are engineering solutions that safeguard the planet for generations to come.



* Data for FY 2024 changed due to change in SOP

Environment Highlights of FY 2024-25



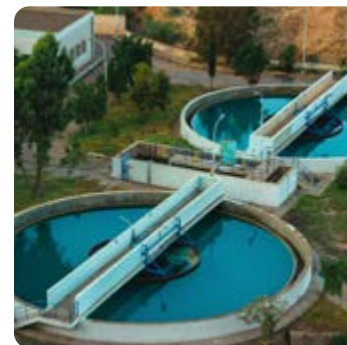
Carbon Emissions

- Scope 1 emissions: **1,127 tCO₂e** (↑ from 1,033 in FY 2023-24)
- Scope 2 emissions: **13,343 tCO₂e** (↓ from 13,551 in FY 2023-24)
- Total Scope 1 and 2 emissions: **14,470 tCO₂e** (↓ from 14,584)
- Emission intensity (Scope 1 and 2): **10.67 tCO₂e per ₹ Crore turnover** (↓ from 12.79)
- Emission intensity per MT of raw material consumed: **0.20** (↓ from 0.26)
- Avoided emissions: **7,152 tCO₂e** through renewable energy adoption



Energy*

- Total energy consumption: **160,705 GJ** (↑ from 151,153)
- Energy intensity: **120.33 GJ/₹ Crore turnover** (↓ from 133.69)
- Renewable energy consumption: **35,416 GJ** from solar and biomass
- Share of renewable energy in overall mix: **46%** (↑ from 22%)
- Biomass utilisation: **2,125** tons of plant- and wood-based waste fuels
- Energy efficiency projects: **96 tCO₂e** reduced through LPG savings and lower compressor energy load



Water

- Total water withdrawal/ consumption: **213,569 kL** (↑ from 175,072 in FY 2023-24)
- Water intensity: **157.54 kL/₹ Crore turnover** (↑ from 154.85)
- Water intensity per MT of raw material: **2.95** (↓ from 3.13 in FY 2023-24)
- Water management: No facilities in water-stressed areas
- Effluent management: 100% of discharges treated before reuse or release; **zero untreated discharge**



Circular Economy and Waste Management

- Total waste generated: **9,150 MT** (↑ from 7,563 MT)
- Total waste recycled: **9,150 MT (100%)** – achieving **Zero Waste to Landfill and Incineration**
- Material sourcing: **97%** of lead inputs obtained from recycled sources
- Material circularity: Plastics recycled – **2.7% of inputs**; **Copper** recycled – **7.1% of inputs**
- Process improvements: Spent acid diversion and ETP optimisation avoided landfill and enhanced sludge management

Our Environmental Efforts

Carbon Emissions



Our decarbonisation efforts delivered tangible progress during the year. Total Scope 1 and 2 emissions stood at 14,470 tCO₂e, marginally lower than FY 2024 (14,584 tCO₂e), despite expanded operations. Notably, emission intensity reduced from 12.79 to 10.67 tCO₂e per ₹ Crore turnover, while emissions per MT of raw material consumed dropped from 0.26 to 0.20. This improvement was achieved through efficiency measures, renewable energy integration and process optimisation, with renewable energy alone contributing to the avoidance of over 7,152 tCO₂e, underscoring the role of clean energy in our transition journey.

Total Carbon Emissions (Scope 1 and 2) (tCO₂e)

FY 2024

14,584

Total Emissions (tCO₂e)

FY 2024 1,033

FY 2024 13,551

■ Scope 1 Emissions (tCO₂e) ■ Scope 2 Emissions (tCO₂e)

FY 2025

14,470

Total Emissions (tCO₂e)

FY 2025 1,127

FY 2025 13,343

■ Scope 1 Emissions (tCO₂e) ■ Scope 2 Emissions (tCO₂e)

Total Scope 3 Emissions in FY 2025 - 1,37,874 tCO₂e

As part of our commitment to transparency and global benchmarking, we submitted our FY 2025 disclosures to the CDP (Carbon Disclosure Project) for submitted both Climate and Water. These submissions reflect our proactive approach to measuring, managing and disclosing our performance in alignment with international sustainability frameworks.

Energy Management



Energy management remained a key lever of sustainability in FY 2024–25. While absolute energy consumption rose to 160,705 GJ due to higher production activity, energy intensity reduced by 10% to 120.33 GJ per ₹ Crore turnover, compared to 133.69 in FY 2023–24. The share of renewable energy in the overall mix rose to 46%, nearly doubling from the previous year, supported by 35,416 GJ of green power and 38,242 GJ from biomass.

Total Energy Consumption (GJ)

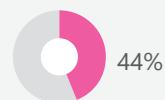
FY 2024

1,51,153

Total Energy Consumption (GJ)

FY 2024 133.69

Energy Intensity (GJ/₹ Crore Turnover)



Renewable Energy Share (%)

FY 2025

1,60,705

Total Energy Consumption (GJ)

FY 2025 120.33

Energy Intensity (GJ/₹ Crore Turnover)



Renewable Energy Share (%)

Our Environmental Efforts contd...

Energy efficiency projects undertaken during the year delivered promising results, reducing 96 tCO₂e and improving operational reliability. These initiatives involved targeted interventions across manufacturing plants and utilities, optimising resource use and minimising process losses.

Key Energy Efficiency Projects

Compressor Upgradation

Replacement of older air compressors with high-efficiency units to reduce power consumption and improve air delivery efficiency.

Estimated Energy / Emission Savings

~22 tCO₂e reduction annually

IE4 Motor Replacement

Conversion of IE2 motors to energy-efficient IE4 models across key production lines.

Estimated Energy / Emission Savings

~28 tCO₂e reduction annually

LPG Oven Optimisation

Process optimisation and control logic modifications in curing and paint ovens to reduce LPG consumption.

Estimated Energy / Emission Savings

~26 tCO₂e reduction annually

Installation of Intelligent Flow Controllers

Intelligent Flow Controllers installed in compressors to minimise idling and improve air pressure management.

Estimated Energy / Emission Savings

~20 tCO₂e reduction annually

Water Stewardship



Water remains a critical resource and our efforts in FY 2024-25 focused on reducing dependency and improving efficiency. Total water withdrawal reached 213,569 kL, compared to 175,072 kL in FY 2024, due to expanded operations. Nevertheless, efficiency measures kept intensity increase to minimal, at 157.54 kL per ₹ Crore of turnover, compared with 154.85 in FY 2023-24. On a material basis, intensity improved from 3.13 to 2.95 kL per MT. Initiatives such as replacing water-based pre-treatment with shot-blasting, installing water meters and strengthening baseline tracking contributed to reduced freshwater use. All effluents were treated, with zero untreated discharge, ensuring full compliance with CPCB and SPCB norms.

Total Water Withdrawal (kL)

FY 2024

1,75,072

Total Water Withdrawal (kL)

FY 2025

2,13,569

Total Water Withdrawal (kL)

FY 2024

154.85

Water Intensity (kL/₹ Crore Turnover)

FY 2025

157.54

Water Intensity (kL/₹ Crore Turnover)

Our Environmental Efforts contd...

Circular Economy and Waste Management



FY 2024-25 marked a significant milestone in waste management with the achievement of Zero Waste to Landfill and Incineration. Of the 9,150 MT of total waste generated, 100% was recycled or repurposed, compared to 277 MT being landfilled in FY 2023-24.

100%
Waste Recycled

We also embedded circularity into sourcing, with 97% of lead, 2.7% of plastics and 7.1% of copper procured from recycled sources. Initiatives such as sludge drying through natural and hot-air methods, diversion of spent acid to specialised recyclers and ETP optimisation further minimised environmental impact.

FY 2024

7,563

Total Waste Generated (MT)



Waste Recycled (%)

FY 2025

9,150

Total Waste Generated (MT)



Waste Recycled (%)

Product Stewardship



We believe that our responsibility extends beyond production to the entire lifecycle of our products. At Mangal Industries, product stewardship includes designing, sourcing and manufacturing with care — ensuring that every product is safe, efficient and sustainable. In FY 2025, we reinforced this commitment by integrating sustainable practices across our design and production processes, with a focus on minimising environmental impact and enhancing product reliability.

We continued to invest in cleaner and safer technologies, directing nearly 9.6% of total capital expenditure towards initiatives that improve environmental performance and operational safety. Circularity remained a key priority, with 97% of lead sourced from recycled materials and process scrap responsibly recovered through authorised recyclers. Guided by our Sustainable Procurement Policy, we are building a product ecosystem that is efficient, ethical and future-ready.



100%
Sites Certified for ISO 14001

Environment Projects

- Timer-controlled operation of plant lighting (Phase 1) at MF Thenepalle
- Reduction in process scrap (punch hole missing defect) through a pressure-based alarm system at MF Thenepalle
- Installation of intelligent air flow controllers at MF Thenepalle
- High-volume, low-speed (HVLS) fan installation, replacing wall-mounted fans, at Oragadam, Thenepalle and Petamitta locations
- Improvement of power factor through APFC panel installation
- Use of ETP-treated water for gardens and restrooms
- Upgrading IE2 motors to IE4 motors
- Shopfloor lighting optimisation
- Compressor air leak arresting and air set point optimisation
- Improvement of thermal efficiency via thermic oil filtration
- Thermic fluid boiler refurbishment
- Installation of VFD (Variable Frequency Drive)
- Reuse of RO-rejected water for washrooms and vessel cleaning via STP
- 100% utilisation of STP water for gardening
- 80% usage of renewable energy from third-party solar and wind sources at Oragadam

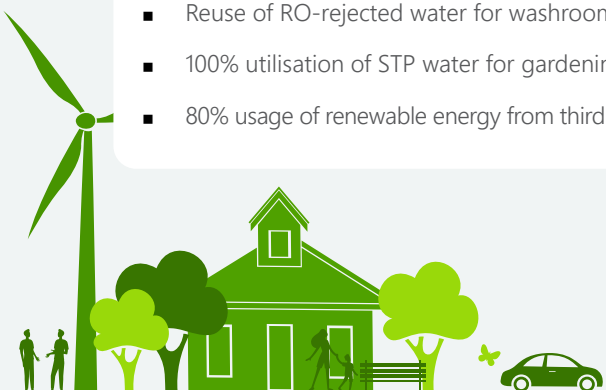
Impact Story



Intelligent Air Flow Controller – Enhancing Energy Efficiency and Emission Reduction

To optimise compressed air systems and reduce energy consumption, we implemented Intelligent Air Flow Controllers at compressor outlets. The system dynamically regulates air demand based on load variation, maintaining consistent air pressure with minimal wastage.

As a result, the initiative led to an annual savings of 31,334 kVAh and a reduction of 22 tonnes of CO₂ emissions, while also improving compressor efficiency and operational reliability. This project highlights how digital control technologies can deliver measurable environmental and economic benefits.



Engineering Inclusive Progress

We envision an inclusive and human-centric future. By ensuring safe workplaces, promoting diversity and empowering communities through healthcare, education and skilling, we are engineering progress that uplifts people and enriches society.

Social Highlights of FY 2024-25



Human Resources

- Total workforce: **1,848** (439 employees, 1,409 workers, including differently abled)
- Gender diversity: Increased to **11.2%** (up from 8% in FY 2023-24)
- **Gross wages paid to women:** 9.53% of total wages (↑ from 9.49%)
- Safety performance: Zero fatalities; **Lost Time Injury Frequency Rate (LTIFR)** maintained at **0**
- **Total recordable injuries:** 1 (vs 5 in FY 2023-24)
- **Employee wellbeing:** **100%** of employees covered under health and accident insurance, maternity and paternity benefits
- **Parental support:** **100%** return-to-work and retention post-parental leave

Human Rights

- Human rights governance: Dedicated focal point/committee for compliance
- Employee training: 100% of employees and workers trained on human rights, POSH and Code of Conduct
- Human rights due diligence: 100% of operations assessed
- Grievance redressal framework: Multi-layered system including
 - ▶ Grievance Redressal Policy
 - ▶ Prevention of Sexual Harassment (POSH) Policy with active ICCs
 - ▶ Confidential whistleblower channels and anti-retaliation safeguards
- Ethical compliance: Zero complaints of discrimination, child labour or forced labour; POSH complaints reduced to 0, compared with 2 in FY 2024 (all resolved).

Communities

- **Education:** 3 schools supported, 4,900 rural children benefitted
- **Skilling:** 1,724 rural youth trained free of cost through ARSDC, supported by a new skill centre at Diguvamagham
- **Healthcare:** 17,920 outpatients treated; 14,225 diagnostics tests conducted
- **Social forestry:** 71,750 saplings planted, 12 tribal families employed
- **Water management:** Check dams and lake deepening benefitted 21,674 people across 60 villages
- **Rural infrastructure:** Roads, sewage treatment, bus shelters, electric crematorium, schools and community halls benefitted 250+ villages
- **CSR spend:** ₹2.03 Crore

Supply Chain

- Supplier compliance: 100% signing of the Supplier Code of Conduct.
- Supplier Training: 25 Suppliers Covered
- Local Procurement: 97% (Increased from 93%)
- MSME Procurement: 26% (Same as FY 2023-24)



Our Social Efforts

Our People

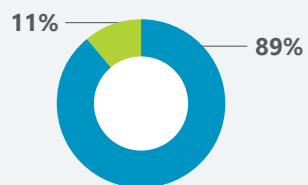
MIL is committed to fostering a workplace built on trust, inclusivity and continuous learning, enabling meaningful contributions and purposeful growth. Guided by the Amara Raja Way®, we continue to strengthen our culture through collaboration, capability building and a shared commitment to excellence.

Employee Breakup by Gender

FY 2025

1,848

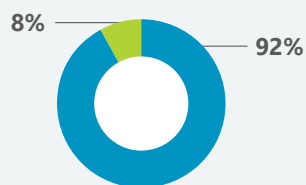
Total Employees



FY 2024

1,686

Total Employees



■ Male ■ Female

Employee Breakup by Age Group

FY 2025

49%



■ 30-50 (47%)
 ■ Below 30 (49%)
 ■ Above 50 (4%)

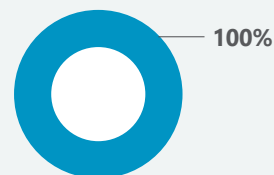


Differently-abled Employees

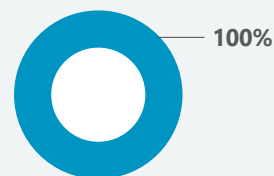
Total Differently-abled Employees

FY 2024	10
FY 2025	10

FY 2024 (%)



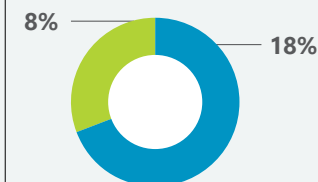
FY 2025 (%)



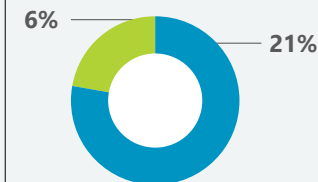
■ Male ■ Female

Employee Turnover Rate (Comparative)

FY 2024 (%)



FY 2025 (%)



■ Permanent Employees
 ■ Permanent Workers

Achieved AR Speak Employee Engagement Score of

74% in FY 2025



Employee Engagement and Culture

We continued to strengthen workplace culture through structured engagement platforms. Large Scale Interactive Programmes (LSIP) embedded the Amara Raja Way® among frontline employees, while Employee Communication Meets enabled transparent, two-way conversations with leadership, fostering collaboration and innovation. Regular safety toolbox talks, mobile-based feedback channels and Health, Safety and Environment (HSE) council meetings reinforced open communication and continuous improvement.

Employee Well-Being and Engagement

Celebrations

- World Environment Day
- World Water Day
- Road Safety Month
- National Safety Week
- World First Aid Day
- International Women's Day Celebrations
- Family Day Celebrations
- Cricket Tournaments for Employees



Employee Benefits

- **Connect and Heal App:** Provides free online consultations, medicine ordering, lab sample collection, ambulance services and hospital listings
- Comprehensive Medical and Insurance Coverage through **Medical Insurance and Hospitalization Policy** with enhanced benefits
- Insurance for Security and Support through **Group Term Life Insurance Policy and Group Personal Accident Policy**
- **Benevolent Fund Scheme** to provide financial support during retirement, medical emergencies and the unfortunate event of a loss.
- **AR Buddy:** Promoting Emotional Wellness Through Peer Support with a dedicated AR Buddy Steering Committee. In Person support through Professional Counsellors.
- **Wellness Calendar and Holistic Programming:** Happiness Boot Camp, Letters to Family, Super Colleague Campaign, AR Buddy Wellness Marathon.
- **Workshops on Stress Management, Empathy in leadership, financial wellness and de-addiction**



Diversity, Equity, Inclusion and Belonging

- **DEIB Sensitization Training** provided to all Team Leaders and Employees.
- **Gender Reassignment Surgery** covered under Medical Insurance and Hospitalization Policy.
- **Sanitary Vending and Incinerator Machines** installed across all plant locations to promote menstrual hygiene, privacy, dignity and comfort.
- **A dedicated crèche**, operated by a trained teacher and caregiver, provides safe and nurturing childcare close to the workplace.
- Our **Quarterly Women’s Forums** provide a safe and empowering space for women employees to connect, share and support one another.
- **POSH Implementation and Workplace Safety** with Internal Complaints Committee to ensure zero-tolerance culture against any type of harassment.

Employee Development and Career Progression

- **Internal Development Plans:** Personalized Development Plans to help employees transition into the next vital stage of the journey including capability building.
- **Amara Raja Future Leaders Programme:** The AR-FLP offers a carefully designed and immersive learning experience for senior professionals at the AGM and DGM levels. To strengthen our leadership pipeline, senior professionals participated in the Amara Raja Future Leaders Programme (AR-FLP), developed in partnership with IMT-Hyderabad.
- **Accelerating Leadership Growth:** As part of our ongoing AR STaR journey,

an In-person Development Centre for Managers and Senior Managers has been introduced at Amara Raja group level, in collaboration with People Metrics.

- **AR-STaR (Succession and Talent Review):** Launched in FY 2020–21, the Amara Raja Succession and Talent Review (AR STaR) process is a cornerstone of our leadership development strategy.



Structured, calibrated, and scientifically driven, it identifies and nurtures internal talent for pivotal roles while mapping successors for critical positions.

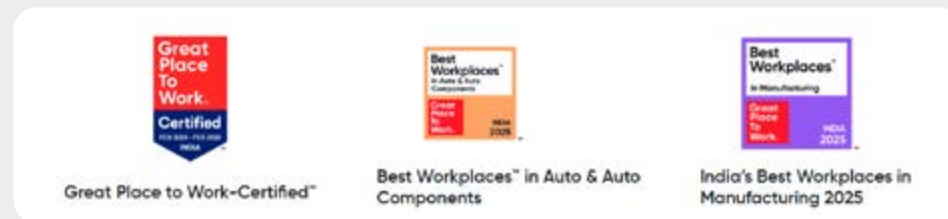
- **First Time Managers Programme:** The First Time Managers flagship programme, designed to support individuals transitioning into managerial roles for the first time. This programme focuses on building a solid foundation for new managers by enhancing their knowledge in key areas such as Business Strategy, Personal Effectiveness, Marketing Management, Finance Management,

Business Law, Operations Management, and Digitalisation.

- **AR-SEED (Supervisors Empowerment and Expertise Development):** We have continued to develop leaders at the frontline by successfully creating and running a specialised programme called the Amara Raja Supervisors Empowerment and Expertise Development (SEED) programme.
- **Guru Sikshana – Train the Trainers - Internal Certification Programme:** The Guru Club Certification Programme, launched in 2012, is a platform that offers employees the opportunity to become internal trainers and mentors within the organisation.



Great Place to Work Certification





Health, Safety and Well-being

Safety remains non-negotiable at Mangal Industries. FY 2025 witnessed a zero-fatality record and maintained Lost Time Injury Frequency Rate (LTIFR) of 0 (zero), supported by robust Behaviour-Based Safety (BBS) programmes, detailed risk assessments and a well-established Work Permit System. All plants and offices underwent 100% assessment for health, safety and working conditions. Significant investments were made in strengthening on-site safety infrastructure, emergency preparedness and engineering controls across machinery. Regular safety audits and workplace inspections were conducted in line with ISO 45001 standards, ensuring compliance and driving continuous improvement in safety performance.

100%

Sites certified under ISO 45001



Safety Highlights

Safety Performance

- Fatality: Zero fatalities maintained (0 in FY 2025)
- LTIFR: Zero LTIFR maintained (0 in FY 2025)
- Recordable Injuries: 1 injury (5 in FY 2025)
- Unsafe Acts / Conditions Logging: 2,640 incidents logged, exceeding the target of 2,532
- Gemba Walks: 6 Gemba Walks conducted in FY 2024-25, observing operations, gaining insights, and fostering continuous improvement
- Defensive Driving Technique Trainings – 53 sessions, covering 100% of employees and workers
- Safety Committee Meetings: 4 meetings per unit

Safety Infrastructure and Improvement Projects

- Lock Out and Tag Out: Implemented for effective energy isolation during maintenance
- Emergency Drills: Regularly conducted to prepare employees for emergencies
- Engineering Controls: Inspections of engineering controls, lifting tools and material handling equipment
- Monitoring: Continuous monitoring of workplace noise and illumination levels
- Work Permit System: Introduced to control high risk activities and ensure proper authorisation
- Internal Safety Audits: Conducted by internal teams to regularly evaluate workplace safety
- Periodic Inspections: Carried out by competent authorities on lifting tools, tackles, work at height equipment, cranes and pressure vessels
- Fume Extraction Systems: Installed at the Bushes Plant in Petamitta
- Safety Nets: Provided in the mezzanine at Oragadam
- Secondary Staircase: Installed in the mezzanine at Oragadam
- Separate Loading Platform for Bins: Created at Oragadam to enhance material handling safety
- Secondary Containment for Chemical Storage: Installed at MF Thenepalle and SS-CS Thenepalle
- Provision of Working Platforms: Installed in 5 machines at MF Thenepalle and MF-HO
- Eliminating Unsafe Action: At MF Thenepalle, unsafe actions at the punching station were identified and eliminated
- Eliminating Unsafe Condition in Coil Loading Operation: At MF Thenepalle, unsafe conditions in the coil loading operation in Roll Forming were identified and rectified
- Semi-Oscillation Fire Nozzle: Installed at HO, Thenepalle and Petamitta locations
- Ventilation Systems for Welding Stations: Installed at MF-HO
- Elimination of Unsafe Condition: Identified and addressed in HEM Beam RF Machine at MF Thenepalle

Safety Performance Overview

Indicator	Category	FY 2023-24	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per million person-hours worked)	Employees	0	0
	Workers	0	0
Total Recordable Work-related Injuries	Employees	0	0
	Workers	5	1
Fatalities	Employees	0	0
	Workers	0	0



Critical Safety Standards

Purpose

- Prevent Workplace Accidents and Injuries
- Ensure Compliance with Regulations
- Promote Safety-First Culture
- Standardise Safety Procedures
- Protect Company Assets and Reputation
- Enhance Productivity and Efficiency

Audit Requirements – People Requirement, System Requirement, Infrastructure Requirement and Audit Requirement

Standards – 5 Standards launched in June 2024 (Work at Height, Confined Space Entry, Forklift Truck, Isolation, Crane and Lifting)

Assessments

- Quarterly internal assessments
- Annual assessment by cross-functional team
- Assessment score based on document review and physical site visit

Achievement: MIL's score improved from 28 for FY 2024 to 50 for FY 2025 (Increase of 78% Score in one year)

Improvements through Critical Safety Standards

- Forklifts : Convex mirrors, no-go criteria, forklift charging stations, separate pathways, speed limits and regular inspection schedules have been implemented to improve forklift safety.
- Ladders: Access control systems have been installed for 53 ladders across all MIL units
- Work at Height Elimination: Six staircases have been installed at MF-HO, Plastics, CS-Thenepalle and CS-Petamitta.
- Fall Protection: Lifeline systems have been installed on the plant roofs at MF Thenepalle
- Confined Space Access Control: Access control systems have been provided for 107 confined spaces across all MIL units
- Confined Space Rescue Operations: Four tripods have been provided at MF-HO, MF-Thenepalle, CS-Petamitta and CS-Thenepalle

- Lock-out and Tag-out: Provisions for operations and maintenance lock-out and tag-out have been successfully implemented
- Cranes and Liftings : Interlocks have been installed to control the movement of cranes and lifting equipment, along with hook detection via virtual light and laser beam technology at MF-Thenepalle
- Safety Dojo: Implemented at seven locations across all MIL units

Impact Story



During punch operations in roll-forming machines, operators were exposed to potential hand injury risks while positioning material. To eliminate this unsafe condition, we introduced Safety Light Curtains, an automated sensor-based system that halts machine operation if any obstruction is detected within the danger zone.

This engineering control not only eliminated manual exposure to risk but also improved operational discipline and compliance with machine safety standards. The initiative reflects MIL's proactive approach to embedding safety into design — preventing incidents before they occur.





Occupational Health

In parallel, we continued to advance our commitment to occupational health through proactive, preventive and employee-centred initiatives. Dedicated Occupational Health Centres (OHCs), operational round the clock, provided medical surveillance, emergency care and counselling support across facilities. Comprehensive health check-ups were conducted for employees and contract workers, with a focus on early detection of occupational illnesses and lifestyle-related health risks.

We also enhanced industrial hygiene monitoring to track air quality, noise levels and chemical exposure within operational areas, ensuring a safe and compliant work environment. Regular health awareness campaigns on topics, such as ergonomics, nutrition and stress management further strengthened employee well-being. Through these efforts, we continue to build a culture where workplace safety and occupational health are deeply integrated into our day-to-day operations — protecting our people while fostering a productive, resilient and responsible workforce.

OHC Highlights

- Two dedicated 24x7 ALS Ambulance Services at Petamitta and Thenepalle: Advanced Life Support ambulances operate 24/7, equipped with medication oxygen and ventilators
- Pre-employment Medical Examination: Trained staff at the OHC conduct health and fitness examinations for new hires
- Laboratory for lead testing: Blood lead level screening for all relevant MIL employees using advanced equipment and techniques
- Annual Medical Checkup 100% completion for all employees
- Doctor Consultation: Qualified occupational health physicians address both preventive and clinical health needs
- Separate Medical Certificates for personnel authorised for Work at Height and Confined Space Entry jobs
- Provisions for Counselling Sessions on Mental Wellness – one Speciality doctor visiting each location once in a month

Vitality Index:

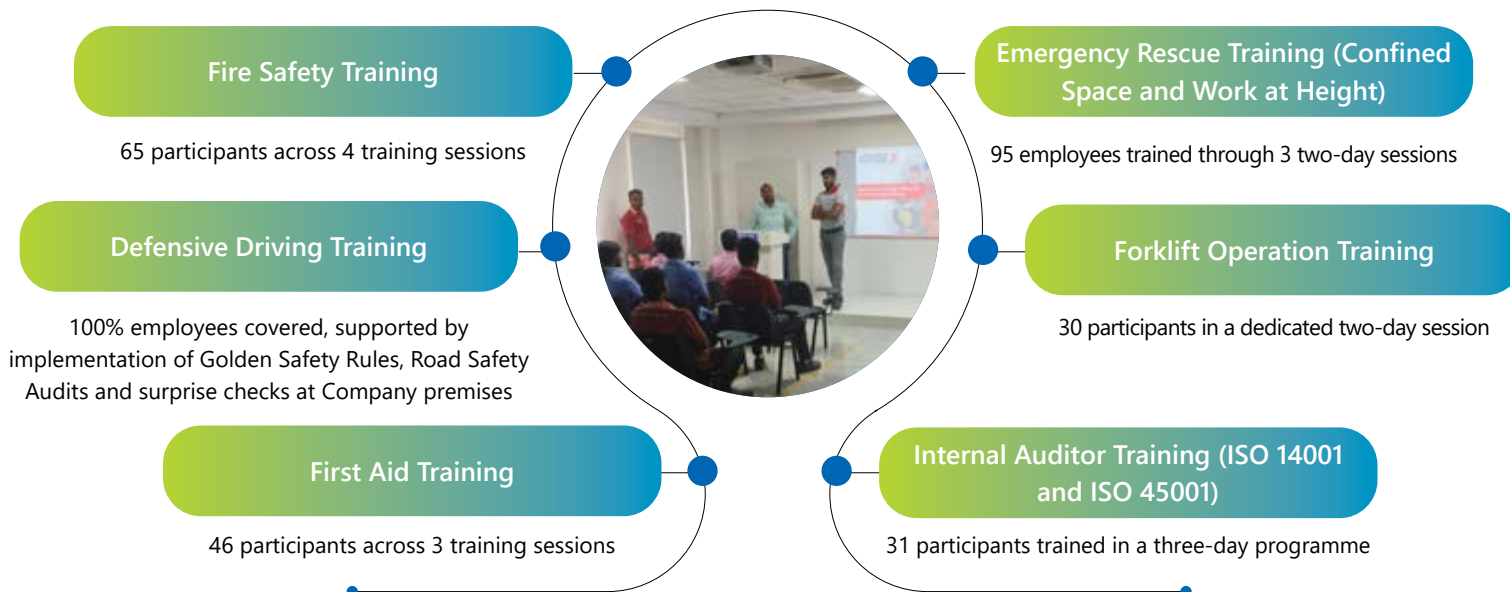
- In the coming Financial Year, along with the Annual Medical Examination, the Company is planning to launch a key index to track the health of employees across the company called Vitality Index.
- Vitality Index is single measure to indicate the overall health of a person based on 4 simple parameters – Body Mass Index, Blood Pressure, Blood Sugar (Hba1c) and Bad Cholesterol (LDL Cholesterol)
- Based on the Vitality Index, the Company is aiming to provide person to person counselling, promote healthy lifestyle and improve the health of every employee of the Company



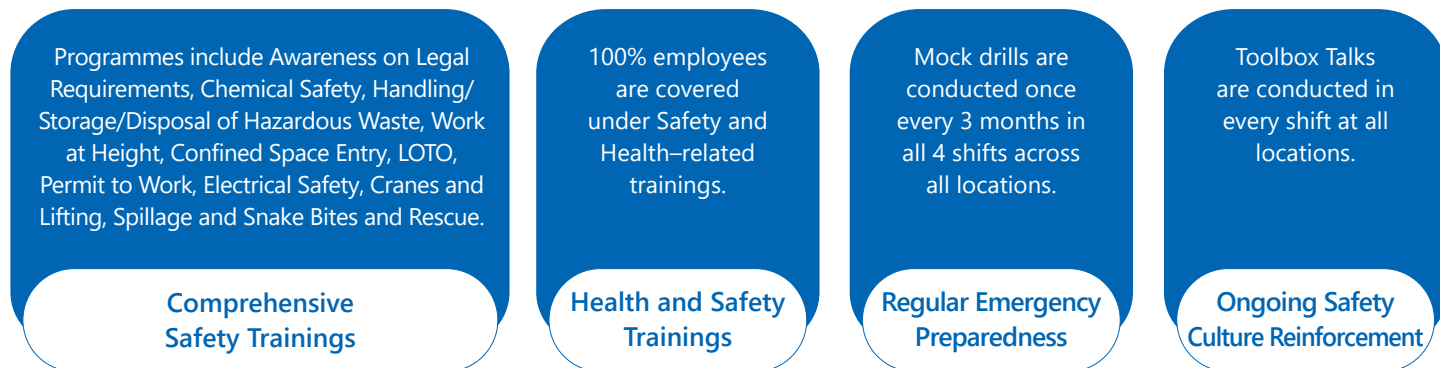
Safety Trainings

External Trainings

Specialised Safety and Emergency Response Trainings Conducted



Internal Trainings



Learning, Development and Talent

Skill-building was a priority, with 100% of employees and workers trained in safety and skill upgradation during FY 2024-25. Career development reviews covered all employees and workers, reinforcing our focus on continuous growth and capability building. The Amara Raja Skill Development Centre (ARSDC) further trained over 1,700 youth, equipping them with industry-relevant skills and enhancing employability.

Diversity, Equity and Inclusion

Our gender diversity stood at 11.2% in FY 2024-25, with a clear roadmap to achieve 15% by FY 2025-26. Initiatives included leadership development programmes for women, sensitisation workshops and women-only focus groups. Infrastructure enhancements and role redesigns improved inclusivity for Persons with Disabilities (PwDs). At the Board level, 25% of directors were women, underlining representation at the highest level. Diversity goals were integrated into organisational scorecards and linked to leadership KRAs.

Human Rights and Grievance Redressal

MIL upholds a zero-tolerance policy towards human rights violations. A multi-layered grievance redressal framework includes a Grievance Redressal Policy, a Prevention of Sexual Harassment (POSH) Policy, whistleblower protections and confidential reporting channels. No cases of sexual harassment, child labour, or discrimination were reported during FY 2024-25. Human rights due diligence extended across operations and value chains, with corrective measures integrated into supplier codes of conduct.

Community Development through Rajanna Foundation

Our commitment to community development is driven through the Rajanna Foundation, the CSR arm of the Amara Raja Group, which works to uplift lives across rural Andhra Pradesh and Tamil Nadu. In FY 2024-25, our initiatives reached thousands of beneficiaries through structured programmes in education, healthcare, skilling, environment, water, sanitation and infrastructure.



~4,900

Students Benefited from Education Programmes

21,000+

People Across 60 Villages Benefitted from Water and Sanitation Projects

71,750

Trees Planted and Nurtured for Environmental Impact

1,700+

Youth Trained Through Skilling Initiatives

~32,000

Patients Reached Through Healthcare Services

250+

Villages Uplifted Through Infrastructure Development

Education remained a cornerstone of our efforts as we strengthened rural school infrastructure and improved learning outcomes for nearly 4,900 students. In healthcare, more than 32,000 individuals accessed outpatient care, diagnostic services and preventive health interventions, expanding access to quality medical support in underserved areas. Our focus on livelihoods remained resolute through the Amara Raja Skill Development Centre (ARSDC), which trained over 1,700 rural youth, equipping them with industry-relevant skills and improving employability.

Environmental stewardship extended beyond our factories to surrounding communities. We planted and nurtured 71,750 trees, enhancing green cover, biodiversity and long-term carbon sequestration potential. Water and sanitation projects, such as check dams lake deepening and sewage treatment plants improved access to clean water for 21,000+ people across 60 villages. Infrastructure development directly benefitted more than 250 villages through the construction and maintenance of roads, community halls, schools and healthcare facilities. In addition, dedicated projects, such as the Central Kitchen and Occupational Health Centre at Thenepalli, an ambulance for Chittoor District, and sewage treatment facilities at Petamitta further strengthened community health and nutrition infrastructure.



Engineering the Value Chain

We recognise that the impact of our business is not limited to our own operations, but extends across a wide network of suppliers and partners. In FY 2024-25, we strengthened supply chain sustainability by embedding principles of responsibility, transparency and inclusivity across our procurement processes.

Supply Chain Sustainability

- Integration of ARIBA Platform with ESG Requirements for Supplier Onboarding
- Launch of Supplier Code of Conduct and 100% Suppliers signed the Supplier Code of Conduct in FY 2024-25
- Launch of Sustainable Procurement Policy
- Identification of 30 Critical Suppliers based on the established criteria
- Trainings and Awareness Sessions conducted for 25 Suppliers
- Planned site-level Supplier Audits for Sustainability Performance – 5 Audits per quarter
- As part of our journey towards a sustainable and technology enabled supply chain, we have initiated sustainability audits of suppliers and are implementing the Updapt ESG software platform to strengthen data transparency and supplier engagement. The system will streamline ESG data collection, audit processes and performance reviews, while providing suppliers with intuitive dashboards to track, analyse and enhance their ESG performance and compliance. This digital integration will not only help identify areas for improvement but also promote a culture of continuous learning and accountability across our supplier ecosystem
- Planning to conduct Sustainability Audits in FY 2025-26

26%

Procured from MSME Sources

25

Suppliers Trained on Sustainability Topics

97%

Lead Sourced from Recycled Sources

97%

Procured from Domestic Sources



Customer Connect on Sustainability

As part of our ongoing commitment to transparency and responsible business practices, we welcome our customers’ sustainability audits under the Customer Connect on Sustainability initiative. These engagements provide an opportunity to showcase our sustainability initiatives, share best practices and receive valuable feedback for continuous improvement. Through open collaboration with our customers, we aim to strengthen our sustainability performance and build lasting partnerships based on trust and shared values.

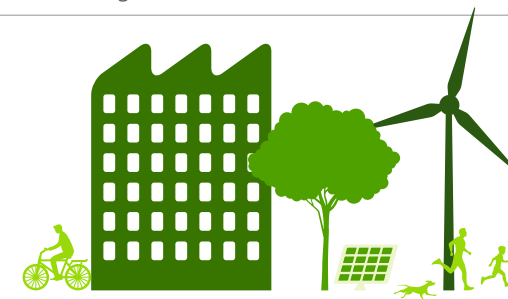
Achievements and Testimonials

Customer	Achievements and Testimonials
BUFAB	Scored 89% at CS-Petamitta and CS-Thenepalle Excellent Tier One Supplier
Kone	Scored 95% at MF-HO Highly Satisfactory Sustainability Performance
Wurth	Scored 100% at CS-Petamitta MIL can be shown as Model Tier One Supplier
HMSI	Score 100% at CS-Petamitta Highly Compliant Supplier
SMETA	Score 100% at Plastic Oragadam 100% adherence to ESG Requirements
Johnson Lifts	Scored 90% at CS-Petamitta Highly Satisfactory

Customer	Achievements and Testimonials
First Solar	Scored 97% at MF-Thenepalle Excellent in ESG Initiatives
Bosch	Scored 82% at CS-Petamitta Continuous Improvement in ESG
Mando	Scored 97% at Plastics, Oragadam Continuous Improvement in ESG
Alstom	Scored 93% at MF-HO Qualified for Continuing Business

11

Audits conducted by various customers during FY 2024-25



Responsibility in Actions

Strong governance anchors our vision of engineering the future. It forms the bedrock of sustainable value creation, built on ethics, transparency and accountability. Our framework is reinforced by robust internal controls, ethical policies and timely disclosures, ensuring fairness and trust across all operations.

With balanced oversight from our Board of Directors and a dedicated ESG focus from the Executive Sustainability Committee chaired by the CEO, we ensure that every design, decision and partnership creates lasting value and strengthens stakeholder confidence.

Governance Highlights of FY 2024-25

40%

Independent Directors

60%

Executive Directors

20%

Women Directors



Maximising Stakeholder Value

In FY 2024-25, MIL remained committed to equitable wealth creation and distribution. Strong governance supported stable financial performance amidst dynamic market conditions, enabling reinvestment in growth and community upliftment.

₹ 1,355.38 Crore

Economic Value Generated

₹ 1,291.39 Crore

Economic Value Distributed

₹ 64.00 Crore

Economic Value Retained

Economic Value Generated (in ₹ Crore)

FY 2024	1,140
FY 2025	1,355.38

Economic Value Distributed* (in ₹ Crore)

FY 2024	1,084
FY 2025	1,291.39

Economic Value Retained* (in ₹ Crore)

FY 2024	53
FY 2025	64.00

*** Breakdown of Economic Value Distributed (₹ Crore):**

₹ 1,128.35 Crore

Operating Costs

₹ 137.83 Crore

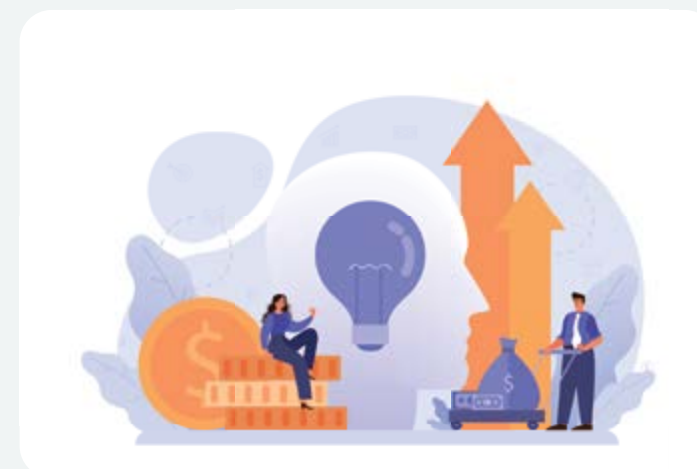
Employee Wages and Benefits

₹ 22.30 Crore

Payments to Governments

₹ 2.91 Crore

Community Investments



Our Governance Efforts

Strengthening Oversight and ESG Integration

We have institutionalised a Tier 2 Executive Sustainability Committee, chaired by the CEO and including all direct reportees of the CEO, Function Heads and Line Managers. The committee:

- Defines and monitors sustainability KPIs monthly
- Reviews ongoing and proposed ESG projects
- Builds sustainability competencies across teams
- Benchmarks with peers, customers and global best practices
- Oversees implementation of MIL's Sustainability Framework and Assurance Protocol

Policies and Compliance

MIL has a comprehensive set of policies, covering areas, such as Code of Ethics, Anti-bribery, Human Rights, Diversity and Inclusion, Supplier Code of Conduct, Whistle-blower, Prevention of Sexual Harassment, ESG Policy and Information Security. These extend to value chain partners, ensuring alignment on environmental, labour and ethical standards.

Certifications and External Assurance

All plants are certified **under ISO 9001, ISO 14001, ISO 45001, IATF 16949 and EN 15085**, with periodic internal and third-party audits conducted by TUV India. This reflects excellence in operations, environment, safety, quality and compliance.

Safety and Governance in Practice

- Maintained **zero-fatality** record and LTIFR at 0 in FY 2024-25
- Introduced **Behaviour-Based Safety (BBS)** programme and quarterly critical risk audits
- Rolled out **leadership safety audits** at least once per quarter for every senior leader



Stakeholder Engagement and Advocacy

MIL actively participates in the Tool and Gauge Manufacturers Association (TAGMA) and the Confederation of Indian Industry (CII) to contribute to sectoral advocacy and policy dialogue.

Name of the Trade and Industry Chambers/ Associations	Reach of Trade and Industry Chambers/ Associations
Confederation of Indian Industry (CII)	National
Tool And Gauge Manufacturers Association (TAGMA)	National
Quality Circle Forum of India (QCFI)	National

Ethics and Transparency

- Strict adherence to Whistle-blower Policy with zero cases of bribery or corruption
- MIL confirms full compliance with all applicable statutory and regulatory



Information Security and Risk Management

We reinforce strong governance through a robust framework for information security and risk management. In an increasingly digital operating environment, safeguarding data, intellectual property and operational continuity remains a top priority. Our information security systems are built on layered defence mechanisms that include secure network architecture, access control protocols, continuous monitoring, periodic vulnerability assessments and proactive risk identification. By assessing potential risks in real-time, we can swiftly mitigate threats, ensuring business resilience. Regular audits and employee awareness programmes ensure that cybersecurity and risk management are embedded into everyday practices, reducing exposure to evolving digital threats. We are proud to report Zero Data Breaches, underscoring the effectiveness of our proactive and resilient security measures.

The Information Security Policy establishes a structured approach to protecting information assets across all functions and operations. It outlines clear responsibilities for ensuring confidentiality, integrity and availability of data, while maintaining compliance with statutory and regulatory requirements. The policy underpins the implementation of a comprehensive Information Security Management System (ISMS), ensuring that all employees, partners and stakeholders adhere to best practices in data handling and cybersecurity. Through this framework, the Company reaffirms its commitment to maintaining trust, resilience and operational excellence in the digital ecosystem.



Sustainability Goals for FY 2025-26

	Parameter	Target FY 2025-26 (From FY 2024-25)	
 <p>Environment</p>	GHG Intensity	Reduction by 9%	
	Energy Intensity	Reduction by 3%	
	Renewable Energy Share	Achieve 41% of Total Energy Consumption	
	Freshwater Consumption Intensity	Reduction by 6%	
	Waste Generation Intensity	Reduction by 30%	
	Zero Waste to Landfill and Incineration	Maintain Zero Waste to Landfill and Incineration	
	 <p>Social</p>	Gender Ratio	Increase to 15%
		Fatality	Maintain Zero Fatalities
		LTIFR	Maintain Zero LTIFR
		Defensive Driving Training	To 100% Employees
Annual Medical Examinations to Employees		Achieve 100%	
Leadership Safety Audits		One per Leader Every Quarter	
Safety	<ol style="list-style-type: none"> Critical Safety Standard Score - 60 Unsafe Acts / Conditions / Near Miss Targets - 400 Per Month 		
Employee and Community Initiatives	<ol style="list-style-type: none"> Central Kitchen at Thenepalle Complex Occupational Health Centre at Thenepalle 		

GRI Content Index

GRI Standard and Disclosure	Disclosure Description	Reference Pages
GRI 2: General Disclosures 2021		
2-1	Organizational Details	Corporate Portrait (Page 2 - 5)
2-2	Entities included in the Sustainability Report	About the Report (Page ii)
2-3	Reporting Period, Frequency, and Contact Point	About the Report (Page ii)
2-4	Restatements of Information	Not Applicable
2-5	External Assurance	About the Report (Page ii)
2-6	Activities, Value Chain, and Business Relationships	Corporate Portrait (Page 2 - 5); Supply Chain Sustainability (Page 27)
2-7	Employees	Engineering Inclusive Progress (Page 17 - 20)
2-8	Workers who are not Employees	Engineering Inclusive Progress (Page 18)
2-9	Governance Structure and Composition	Responsibility in Actions (Page 29 - 31)
2-10	Nomination and Selection of the Highest Governance Body	Responsibility in Actions (Page 29 - 31)
2-11	Chair of the Highest Governance Body	Responsibility in Actions (Page 29 - 31)
2-12	Role of the Highest Governance Body in Overseeing Sustainability	Governance Efforts (Page 31-32)
2-13	Delegation of responsibility for sustainability topics	Governance Efforts (Page 31-32)
2-14	Role of highest governance body in sustainability reporting	Governance Efforts (Page 31-32)
2-15	Conflicts of interest	Governance Efforts (Page 31-32)
2-16	Communication of critical concerns	Governance Efforts (Page 31-32)
2-17	Collective knowledge of highest governance body	Governance Efforts (Page 31-32)

GRI Standard and Disclosure	Disclosure Description	Reference Pages
2-18	Evaluation of governance performance	Governance Efforts (Page 31-32)
2-22	Statement on sustainable development strategy	Engineering Progress with Purpose (Page 1)
2-23	Policy commitments	Governance Efforts (Page 31-32)
2-24	Embedding policy commitments	Governance Efforts (Page 31-32)
2-25	Processes to remediate negative impacts	Engineering Inclusive Progress (Page 17), Human Rights & Grievance (Page 25)
2-26	Mechanisms for seeking advice and raising concerns	Human Rights & Grievance (Page 25); Governance Efforts (Page 31 - 32)
2-27	Compliance with laws and regulations	Governance Efforts (Page 31-32)
2-28	Membership of associations	Governance Efforts (Page 31-32)
2-29	Approach to stakeholder engagement	Our Material Priorities (Page 6 - 7), Engineering the Value Chain (Page 27 - 28)
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	Our Material Priorities (Page 6 - 7)
3-2	List of material topics	Materiality Matrix (Page 7)
3-3	Management of material topics	Environmental, Social & Governance chapters (Page 9 - 33)
GRI 201: Economic Performance 2016		
201-1	Direct Economic Value Generated and Distributed	Maximising Stakeholder Value (Page 30)
201-2	Financial Implications/risks from Climate Change	Engineering a Greener Tomorrow (Page 12)
GRI 203: Indirect Economic Impacts 2016		
203-1	Infrastructure Investments and Services Supported	Community Development through Rajanna Foundation (Page 26)
GRI 204: Procurement Practices 2016		
204-1	Proportion of Spending on Local Suppliers	Engineering the Value Chain (Page 27)

GRI Standard and Disclosure	Disclosure Description	Reference Pages
GRI 205: Anti-corruption 2016		
205-1	Operations Assessed for Risks Related to Corruption	Governance Efforts (Page 31-32)
205-2	Communication and Training on Anti-corruption	Governance Efforts (Page 31-32)
205-3	Confirmed Incidents of Corruption	Governance Efforts (Page 31-32)
GRI 206: Anti-competitive Behavior 2016		
206-1	Legal actions for anti-competitive behavior	Governance Efforts (Page 32)
GRI 301: Materials 2016		
301-2	Recycled input materials used	Circular Economy & Waste Management (Page 15)
301-3	Reclaimed products and packaging	Circular Economy & Waste Management (Page 15)
GRI 302: Energy 2016		
302-1	Energy Consumption within the Organisation	Engineering a Greener Tomorrow (Page 12 - 14)
302-2	Energy Consumption Outside the Organisation	Not material/reported
302-3	Energy Intensity	Engineering a Greener Tomorrow (Page 13)
302-4	Reduction of Energy Consumption	Environment Projects (Page 16)
302-5	Reductions in Energy Requirements	Environment Projects (Page 16)
GRI 303: Water and Effluents 2018		
303-2	Management of Water Discharge-related Impacts	Water Stewardship (Page 14)
303-3	Water Withdrawal	Water Stewardship (Page 14)
303-4	Water Discharge	Water Stewardship (Page 14)
303-5	Water Consumption	Water Stewardship (Page 14)

GRI Standard and Disclosure	Disclosure Description	Reference Pages
GRI 304: Biodiversity 2016		
304-1	Operational Sites in/adjacent to Protected Areas	Water Stewardship (Page 14)
304-2	Significant Impacts of Activities in Protected Areas	Not applicable
304-3	Habitats Protected or Restored	Community Development through Rajanna Foundation (Page 26)
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	Engineering a Greener Tomorrow (Page 12 - 13)
305-2	Energy indirect (Scope 2) GHG emissions	Engineering a Greener Tomorrow (Page 12 - 13)
305-4	GHG emissions intensity	Engineering a Greener Tomorrow (Page 12 - 13)
305-5	Reduction in GHG emissions	Environment Projects (Page 16)
GRI 306: Waste 2020		
306-1	Waste Generation and Significant Waste-related Impacts	Circular Economy & Waste Management (Page 15)
306-2	Management of Significant Waste-related Impacts	Circular Economy & Waste Management (Page 15)
306-3	Waste Generated	Circular Economy & Waste Management (Page 15)
306-4	Waste Diverted from Disposal	Circular Economy & Waste Management (Page 15)
306-5	Waste Directed to Disposal	Circular Economy & Waste Management (Page 15)
GRI 308: Supplier Environmental Assessment 2016		
308-1	New Suppliers Screened Using Environmental Criteria	Engineering the Value Chain (Page 27)
308-2	Negative Environmental Impacts in Supply Chain	Engineering the Value Chain (Page 27)
GRI 401: Employment 2016		
401-1	New Employee Hires and Turnover	Engineering Inclusive Progress (Page 17 - 18)
401-2	Benefits Provided to Full-time Employees	Our Social Efforts (Page 18 - 20)
401-3	Parental Leave	Our Social Efforts (Page 18 - 20)

GRI Standard and Disclosure	Disclosure Description	Reference Pages
GRI 403: Occupational Health and Safety 2018		
403-1 to 403-10	Safety Governance, Risk Assessment, Injury Data	Health, Safety & Well-being (Page 21 - 25)
GRI 404: Training and Education 2016		
404-1	Average Hours of Training per Year	Learning & Development (Page 25)
404-2	Programmes for Upgrading Employee Skills	Employee Development and Career Progression (Page 20), Learning & Development (Page 25)
404-3	Percentage of Employees Receiving Regular Performance and Career Development Reviews	Learning & Development (Page 25)
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of Governance Bodies and Employees	Our People (Page 18), Diversity, Equity, Inclusion and Belonging (Page 20), Responsibility in Action (Page 29)
405-2	Ratio of Basic Salary and Remuneration of Women to Men	Not disclosed
GRI 406: Non-discrimination 2016		
406-1	Incidents of Discrimination	Human Rights & Grievance (Page 25)
GRI 408: Child Labor 2016		
408-1	Operations with Risk for Child Labour	Human Rights & Grievance (Page 25)
GRI 409: Forced or Compulsory Labor 2016		
409-1	Operations with Risk for Forced Labour	Human Rights & Grievance (Page 25)
GRI 410: Security Practices 2016		
410-1	Security Personnel Training on Human Rights	Not material/reported
GRI 412: Human Rights Assessment 2016		
412-1	Operations Reviewed for Human Rights	Human Rights & Grievance (Page 25)

GRI Standard and Disclosure	Disclosure Description	Reference Pages
GRI 413: Local Communities 2016		
413-1	Operations with Local Community Engagement	Community Development through Rajanna Foundation (Page 26)
GRI 414: Supplier Social Assessment 2016		
414-1	New Suppliers Screened Using Social Criteria	Engineering the Value Chain (Page 27 - 28)
GRI 415: Public Policy 2016		
415-1	Political Contributions	None Reported
GRI 416: Customer Health and Safety 2016		
416-1	Assessment of the Health & Safety Impacts of Products	Product Stewardship (Page 15)
416-2	Incidents of Non-compliance Concerning Health & Safety Impacts of Products	None Reported
GRI 417: Marketing and Labeling 2016		
417-1	Requirements for Product and Service Information and Labeling	Product Stewardship (Page 15)
GRI 418: Customer Privacy 2016		
418-1	Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data	Information Security (Page 32)

INDEPENDENT PRACTITIONER'S LIMITED ASSURANCE REPORT



To

The Board of Directors of Mangal Industries Ltd

Introduction and objectives of work

The Board of Directors of Mangal Industries Limited (hereinafter abbreviated as "Mangal Industries") have engaged us for providing Assurance Report on identified sustainability information in the Business Responsibility & Sustainability Report (BRSR) of "Mangal Industries Limited" for the year ended March 31, 2025. This Sustainability report has been prepared in accordance with the Business Responsibility and Sustainability Reporting (BRSR) based on the National Guidelines for Responsible Business Conduct (NGRBC).

Intended User

The assurance statement is made solely for "Mangal Industries Limited" as per the governing contractual terms and conditions of the assurance engagement contract between "Mangal Industries" and "Bureau Veritas". To the extent that the law permits, we owe no responsibility and do not accept any liability to any party other than "Mangal Industries" for the work we have performed for this assurance report, or our conclusions stated in the paragraph below.

Scope of Work

We have performed the Reasonable Assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised) and in line with the requirements of Bureau Veritas's standard procedures and guidelines for external Assurance of Sustainability Reports, based on current best practice in independent assurance.

The reporting Period:

1st April 2024 to 31st March 2025.

The reporting boundaries considered for this reporting period are as follows:

- MIL, HO, Renigunta-Cuddapah Road, Karakambadi, Tirupati, Andhra Pradesh – 517520, India (1 Plant)
- MIL, Petamitta, Puthalapattu, Andhra Pradesh - 517124, India (1 Plant)
- MIL, Thenepalle, Puthalapattu, Andhra Pradesh - 517124, India (3 Plants)
- MIL, Oragadam, Tamilnadu - 603109, India (1 Plant)

As part of its independent Reasonable assurance, we assessed the appropriateness and robustness of underlying reporting systems and processes, used to collect, analyse and review the information reported. In this process, we undertook the following activities:

Assessment was conducted by means of physical site visits at Mangal Industries Limited & Virtual Assessment for 6 Plants of Mangal Industries. Bureau Veritas interviewed personnel of Mangal Industries including HSE, Maintenance, Corporate Sustainability, HR, Quality and other relevant departments.

- The Company had submitted performance data on reported BRSR topics. The data pertaining to Mangal Industries locations was assessed by Bureau Veritas through the process above described.
- Data on various BRSR disclosures was assessed for the location as mentioned above. Later, it was confirmed that the same assessed data went into preparation of the final data within the BRSR Report 2024-25.

Management Responsibility

The Selection of reporting criteria, reporting period, reporting boundary, monitoring and measurement of data, preparation, and presentation of information in the BRSR report are the sole responsibility of the Company and its management. We are not involved in drafting or preparation of BRSR Report. Our sole responsibility is to provide independent Reasonable Assurance on the BRSR report for the financial year ended 31st March 2025.

Our Findings

On the basis of our methodology and the activities described above,

- Nothing has come to our attention to indicate that the BRSR disclosures are inaccurate or that the information included therein is not fairly stated.
- It is our opinion that Company has established appropriate systems for the collection, aggregation, and analysis of data on Sustainability/Non-Financial performance disclosures in the BRSR.
- The BRSR Report provides a fair representation of the Company's activities as included therein.
- The information is presented in a clear, understandable, and accessible manner, and allows readers to form a balanced opinion over the Company and status during the reporting period.

Limitations and Exclusions

Excluded from the scope of our work is any assurance of information relating to:

- Activities outside the defined assurance period.
- Positional statements (expressions of opinion, belief, aim or future intention by Mangal Industries Ltd and statements of future commitment.
- Competitive claims in the report claiming, "first company in India", "first time in India", "first of its kind", etc.

Our assurance does not extend to the activities and operations of "Mangal Industries Ltd" outside of the scope and geographical boundaries as well as the operations undertaken by any subsidiaries or joint ventures of the Company.

This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist within the Report.

Statement of Independence, Integrity, and Competence

Bureau Veritas is an independent professional services company that specializes in quality, environmental, health, safety, and social accountability with over 196 years of history. Its assurance team has extensive experience in conducting assessments over environmental, social, ethical and health and safety information, systems and processes.

Bureau Veritas operates a certified Quality Management System which complies with the requirements of ISO 9001:2015 and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.



Bureau Veritas has implemented and applies a Code of Ethics, which meets the requirements of the International Federation of Inspections Agencies (IFIA), across the business to ensure that its employees maintain integrity, objectivity, professional competence and due care, confidentiality, professional behavior, and high ethical standards in their day-to-day business activities.

The assurance team for this work does not have any involvement in any other Bureau Veritas projects with Mangal Industries Ltd..

Competence

The assurance team has extensive experience in conducting assurance over environmental, social, ethical, and health & safety information, systems and processes and an excellent understanding of Bureau Veritas standard methodology for the Assurance of Sustainability Reports.

Restriction on use of Our Report

Our Reasonable assurance report has been prepared and addressed to the Board of Directors of the Company at the request of the company solely to assist the company in reporting on the Company's Sustainability performance and activities. Accordingly, we accept no liability to anyone, other than the Company. Our deliverables should not be used for any other purpose or by any person other than the addressees of our deliverables. The Firm neither accepts nor assumes any duty of care or liability for any other purpose or to any other party to whom our Deliverables are shown or into whose hands it may come without our prior consent in writing.



M Rama Mohan RAO
 Lead Assuror
 Bureau Veritas (India) Private Limited
 Hyderabad, India
 Dt: September 14, 2025



Rupam BARUAH
 Technical Reviewer
 Bureau Veritas (India) Private Limited
 Mumbai, India
 Dt: September 15, 2025

INDEPENDENT PRACTITIONER'S LIMITED ASSURANCE REPORT



To
The Board of Directors of Mangal Industries Limited

Introduction and objectives of work

The Board of Directors of Mangal Industries Limited (hereinafter abbreviated as "Mangal Industries Limited") have engaged us to carry out an independent verification of its Greenhouse Gas Inventory assertions ("the GHG Inventory") i.e. Scope 1, Scope 2 and selected categories of Scope 3 emissions data as defined by the ISO 14064: Part 1 Standard and covering the Company's emissions over the period 1st April 2024 to 31st March 2025, which forms part of the Company's response to the Carbon Disclosure Project (CDP), disclosure for BRSR report of FY 2024-25 and its Sustainability Report for FY 2024-25.

Intended User

The assurance statement is made solely for Mangal Industries Limited as per the governing contractual terms and conditions of the assurance engagement contract between "Mangal Industries Limited" and "Bureau Veritas". To the extent that the law permits, we owe no responsibility and do not accept any liability to any party other than "Mangal Industries Limited" for the work we have performed for this assurance report, or our conclusions stated in the paragraph below.

Scope of Work

We have performed the Reasonable Assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised) and in line with the requirements of Bureau Veritas's standard procedures and guidelines for external Assurance of Sustainability Reports, based on current best practice in independent assurance. The verification applies ± 5% uncertainty towards errors and omissions.

The reporting boundaries considered for this reporting period are as follows:

- 1) Mangal Industries Limited, HO, Renigunta–Cuddapah Road, Karakambadi, Tirupati, Andhra Pradesh – 517520, India (1 Plant)
- 2) Mangal Industries Limited, Petamitta, Puthalapattu, Andhra Pradesh - 517124, India (1 Plant)
- 3) Mangal Industries Limited, Thenepalle, Puthalapattu, Andhra Pradesh - 517124, India (3 Plants)
- 4) Mangal Industries Limited, Oragadam, Tamilnadu - 603109, India (1 Plant)

The Scope of work agreed upon with MIL includes verifications of its GHG emissions (Scope 1, Scope 2 and selected categories of Scope 3) as listed below:

- Scope 1 emissions arising from
- Consumption of diesel (in DG Sets and intermediate transportation),
 - LPG Consumption (plant operations),
 - Methanol consumption for heat treatment process
 - Usage (topping up) of different refrigerant gases and
 - Usage (topping up) of Carbon Dioxide gas in Fire extinguishers.

- Scope 2 emissions arising from
- Use of purchased electricity from Grid



Scope 3 emissions from categories (GHG Protocol) of

- Category 1 – Purchased Good & Services (Primary & Secondary Lead, Sulphuric acid, Polypropylene, Lubricants & Tubular batteries)
- Category 5 – Waste generated in operations (Plastic waste, E-Waste, Hazardous Wastes, non-hazardous wastes, waste recycled, landfilled and incinerated)
- Category 6 – Business travel (employee commute, business travel by road and air and product transportation)
- Category 7 – Employee Commuting

As part of its independent Reasonable Assurance, we assessed the appropriateness and robustness of underlying reporting systems and processes, used to collect, analyze and review the information reported. In this process, we undertook the following activities:

Assessment was conducted by means of physical site visits of Petamitta, and Thenepalle, Puthalapattu, at Mangal Industries Limited & Virtual Assessment of HO, Renigunta–Tirupati and Oragadam, Tamilnadu. Bureau Veritas interviewed personnel of Mangal Industries Limited including Safety, Environment, Energy, HR, L&D, Procurement / SCM, Finance and Accounts, CSR and other relevant departments.

Verification Methodology

The verification was conducted by Bureau Veritas for the following activities:

- Desktop Review of ML emissions provided in spreadsheets
- Management interaction on data management systems and review of emission factors and assumptions at HO & Sites
- On site assessment from 26th to 27th June 2025 for the data monitoring and reporting at HO and site.

Conclusion:

Scope	Source	GHG Emissions (tCO2e)	GHG Emissions (tCO2e)
		FY25	FY24
Scope 1	Emissions arising from the consumption of fuels like diesel, Acetylene, LPG, use of refrigerant gases & CO2	1127	1033
Scope 2	Emissions from consumption of grid electricity	13343	13551
Scope 3	Under Categories (GHG Protocol) of 1,5,6,7)	137874	NA
Total		152344	14584

Management Responsibility

The Selection of reporting criteria, reporting period, reporting boundary, monitoring and measurement of data, preparation, and presentation of information in the GHG Inventory report are the sole responsibility of the Company and its management. We are not involved in drafting or preparation of GHG Inventory Report. Our sole responsibility is to provide independent Limited assurance on the GHG Inventory report for the financial year ended 31st March 2025.

Our Findings

On the basis of verification methodology and scope of work agreed upon, nothing has come to our attention to believe that the GHG data as below is not correct and is not a fair representation of Mangal Industries Limited GHG Emissions – Inventory for FY 2024-25.

Limitations and Exclusions

Excluded from the scope of our work is any assurance of information relating to:

- Activities outside the defined assurance period.
- Positional statements (expressions of opinion, belief, aim or future intention by Mangal Industries Limited and statements of future commitment.
- Competitive claims in the report claiming, “first company in India”, “first time in India”, “first of its kind”, etc.

Our assurance does not extend to the activities and operations of “Mangal Industries Limited” outside of the scope and geographical boundaries as well as the operations undertaken by any subsidiaries or joint ventures of the Company.

This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist within the Report.

Statement of Independence, Integrity, and Competence

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Bureau Veritas has implemented and applies a Code of Ethics, which meets the requirements of the International Federation of Inspections Agencies (IFIA), across the business to ensure that its employees maintain integrity, objectivity, professional competence and due care, confidentiality, professional behavior, and high ethical standards in their day-to-day business activities.

The assurance team for this work does not have any involvement in any other Bureau Veritas projects with Mangal Industries Limited.

Competence

The assurance team has extensive experience in conducting assurance over environmental, social, ethical, and health & safety information, systems and processes and an excellent understanding of Bureau Veritas standard methodology for the Assurance of Sustainability Reports.



Restriction on use of Our Report

Our Reasonable assurance report has been prepared and addressed to the Board of Directors of the Company at the request of the company solely to assist the company in reporting on the Company's Sustainability performance and activities. Accordingly, we accept no liability to any one, other than the Company. Our deliverables should not be used for any other purpose or by any person other than the addressees of our deliverables. The Firm neither accepts nor assumes any duty of care or liability for any other purpose or to any other party to whom our Deliverables are shown or into whose hands it may come without our prior consent in writing.



M Rama Mohan RAO
Lead Assuror
Bureau Veritas (India) Private Limited
Hyderabad, India
Dt: Oct 16, 2025



Rupam BARUAH
Technical Reviewer
Bureau Veritas (India) Private Limited
Mumbai, India
Dt: Oct 16, 2025

Dear Stakeholders,

This Report is prepared with you in mind. It presents a vantage of our Environmental, Social and Governance performance in FY 2024-25. In a dynamic industry scenario, stakeholders worldwide demand enhanced disclosures and transparency from businesses.

We whole-heartedly support such initiatives and have tried to communicate our performance during the year in a detailed manner, as mandated by the appropriate regulatory authorities. We encourage you to explore our disclosures, based on your specific areas of interest. We deeply value your feedback.

Please write to us at gv9@amararaja.com



AMARA RAJA | MANGAL INDUSTRIES

Mangal Industries Ltd

Corporate Operations Office

Amara Raja Group

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