Popular Vehicles and Services Ltd
Kuttukaran Centre
Mamangalam, Kochi 682025
t 0484 2341134
e cs@popularv.com
www.popularvehicles.in

CIN L50102KL1983PLC003741
KERALA – **GSTIN** 32AABCP3805G1ZW
TAMIL NADU- **GSTIN** 33AABCP3805G1ZU
KARNATAKA - **GSTIN** 29AABCP3805G1ZJ
TELANGANA - **GSTIN** 36AABCP3805G1ZO

Ref No: PVSL/SEC/39/2026-27

Date: 04th August, 2026

To,
BSE Limited ("BSE"),
Corporate Relationship Department,
2nd Floor, New Trading Ring,
P.J. Towers, Dalal Street,
Mumbai – 400 001.

Scrip Code: 544144
ISIN: INE772T01024

To,
National Stock Exchange of India Limited ("NSE"),
Exchange Plaza, Plot No. C-1, Block G,
Bandra Kurla Complex, Bandra (East),
Mumbai – 400 051.

NSE Code: PVSL
ISIN: INE772T01024

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report for FY 2025-26

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report for the Financial Year 2025-26, which forms part of the Annual Report for the Financial Year 2025-26 submitted to the Exchanges vide letter dated 04th August, 2026.

Kindly take the same to your records.

Thanking you,

Yours faithfully,

For Popular Vehicles and Services Limited

VARUN T V Digitally signed by VARUN T V
Date: 2026.08.04
10:47:31 +05'30'

Varun T.V.
Company Secretary & Compliance Officer
Membership No: A22044
Place: Kochi

ANNEXURE G

Business Responsibility & Sustainability Report

Section A) General Disclosures

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L50102KL1983PLC003741
2.	Name of the Listed Entity	Popular Vehicles and Services Limited
3.	Year of incorporation	05-07-1983
4.	Registered office address	KUTTUKARAN CENTRE, MAMANGALAM, COCHIN, ERNAKULAM, KERALA, INDIA 682025
5.	Corporate address	KUTTUKARAN CENTRE, MAMANGALAM COCHIN, ERNAKULAM, KERALA, INDIA, 682025
6.	E-mail	cs@popularv.com
7.	Telephone	0484-2341134, 2340143
8.	Website	www.popularvehicles.in
9.	Financial year for which reporting is being done	2025-2026
10.	Name of the Stock Exchange(s) where shares are listed	NSE and BSE
11.	Paid-up Capital	₹ 142,396,396/-
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Benny K.J., Vice President - Human Resource Contact Details: Phone: 0484 2341134, Email: benny.kj@popularv.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	The disclosures under this report are made on a standalone basis.
14.	Name of the assurance provider	Not Applicable
15.	Type of assurance obtained	Not Applicable The Company is not falling in the top 1,000 listed entities as per the data published by the stock exchanges as on 31st December, 2025.

II. Product & Services

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of turnover of the entity
1	Trade	Retail Trading	100%

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

Sl. No.	Product /Service	NIC Code	% of the total turnover contributed
1	Wholesale and retail sale of new vehicles (passenger motor vehicles, ambulances, minibuses, jeeps, trucks, trailers and semi-trailers)	45101	67%
2	Wholesale and retail sale of used motor vehicles	45102	11%
3	Maintenance and repair of motor vehicles	45200	8%
4	Sale of motor vehicle parts and accessories	45300	10%

III. Operations

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

Locations	Number of Plants	Number of Offices	Total
National	0		**247**
a. Sales incl. SPCs		111	
b. True Value		31	
c. Service		89	
d. Call Centre		4	
e. Driving School		10	
f. Head Office		2	
International	0	0	0

19. Markets served by the entity:

a. Number of Locations

Locations	Number
National (No. of States)	4
International (No. of Countries)	0

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

0

c. A brief on types of customers:

		FY 25-26	FY 24-25
a.	New Vehicle Buyers	24735	27563
b.	Periodic Maintenance	326246	250506
c.	Vehicle Repair Services	476853	288758
d.	Pre-owned Vehicles Customers	7813	5552
e.	Driving Learners	6090	4627
f.	Insurance Renewals	214850	213292

IV. Employees

20. Details at the end of Financial Year

a. Employees and workers (including differently abled):

Sl. No.	Particulars	Total	Male		Female	
		(A)	No.(B)	%(B/A)	No.(C)	%(C/A)
Employees						
1	Permanent(D)	2029	1783	87.88%	246	12.12%
2	Other than permanent(E)	53	51	96.23%	2	3.77%
3	Total Employees (D+E)	2082	1834	88.09%	248	11.91%
Workers						
4	Permanent(F)	4574	3277	71.64%	1297	28.36%
5	Other than permanent(G)	544	403	74.08%	141	25.92%
6	Total Employees(F+G)	5118	3680	71.90%	1438	28.10%

20. b Differently Abled Employees & Workers

Sl. No.	Particulars	Total	Male		Female	
		(A)	No.(B)	%(B/A)	No.(C)	%(C/A)
Differently Abled Employees						
1	Permanent(D)	0	0	0.00%	0	0.00%
2	Other than permanent(E)	0	0	0.00%	0	0.00%
3	Total Employees(D+E)	0	0	0.00%	0	0.00%
Differently Abled Workers						
4	Permanent(F)	2	0	0.00%	2	100.00%
5	Other than permanent(G)	0	0	0.00%	0	0.00%
6	Total Employees(F+G)	2	0	0.00%	2	100.00%

21. Participation/Inclusion/Representation of Women

Particulars	Total (A)	No. and percentage of Females	
		No.(B)	% (B/A)
Board of directors	8	1	12.5%
Key Management Personnel	6	0	0%

22. Turnover rate for permanent employees and workers.

(Disclose trends for the past 3 years)

	FY 2025-26 (Turnover Rate in FY)			FY 2024-25 (Turnover Rate in FY)			FY 2023-24 (Turnover Rate in FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	29.62%	28.89%	29.53%	30.61%	21.59%	29.63%	24.78%	19.40%	24.23%
Permanent Workers	34.86%	31.88%	34.06%	41.14%	34.47%	39.39%	38.22%	34.06%	37.20%

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

0%

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

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

Sl. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Popular Mega Motors (India) Private Limited	Wholly Owned Subsidiary	100%	No
2	Popular Autoworks Private Limited	Wholly Owned Subsidiary	100%	No
3	Popular Auto Dealers Private Limited	Wholly Owned Subsidiary	100%	No
4	Kuttukaran Cars Private Limited	Wholly Owned Subsidiary	100%	No
5	Keracon Equipments Private Limited	Wholly Owned Subsidiary	100%	No
6	Prabal Motors Private Limited	Subsidiary	29.54%*	No
7	Zparex Digisolutions Private Limited**	Step down Subsidiary	100%	No
8	Imperion Cars Private Limited**	Step down Subsidiary	100%	No

* Keracon Equipments Private Limited, wholly owned subsidiary of the Company, holds the remaining 70.46% of the shareholding in Prabal Motors Private Limited.

**During the financial year, two new wholly owned subsidiary companies are incorporated under Popular Mega Motors (India) Private Limited, namely Zparex Digisolutions Private Limited (incorporated on 10 November 2025) and Imperion Cars Private Limited (incorporated on 28 November 2025).

VI. CSR Details

24.

(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) - Yes

(ii) Turnover (in ₹) : 28,68,35,24,430

(iii) Net worth (in ₹) : 4,05,20,95,598

VII. Transparency and Disclosures Compliances

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

Stakeholder Group from whom complaint is received	Grievance Redressal Mechanism in Place. Yes/No (If Yes, then provide web-link for grievance redress policy)	FY 2025-26 Current Financial year			FY 2024-25 Previous Financial year		
		Number of complaints filed during the year	Number of complaints pending 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		No complaints or grievances were received from communities.					
Investors (Other than Shareholders)		No complaints or grievances were received from investors.					
Shareholders	Yes https://assets.popularvehicles.in/Investor_Grievance_Redressal_Policy_cd94eff450/Investor_Grievance_Redressal_Policy_cd94eff450.pdf	0	0	NIL	15	0	The complaints received were resolved.
Employees & Workers	Yes https://assets.popularvehicles.in/Whistle_Blower_Policy_74849727e3/Whistle_Blower_Policy_74849727e3.pdf	13	1	1 (Financial Misappropriation, Case under progress)	7	0	The complaints received were resolved.
Customers	Yes https://assets.popularvehicles.in/Whistle_Blower_Policy_74849727e3/Whistle_Blower_Policy_74849727e3.pdf	62318	0	91% resolved within TAT of 48 HRS	74238	0	89% resolved within TAT of 48 HRS
Value Chain Partners		No complaints or grievances were received from value chain partners.					
Other (Please specify)		Nil					

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

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, the rationale for identifying the same, approach to adapt or mitigate the risk along with its financial implications, as per the following format:

Sl. No.	Material Issue Identified	Indicate whether Risk / Opportunity (R/O)	The rationale for Identifying Risk or Opportunity	Approach to Adapt or Mitigate (In case of risk)	Financial Implication of Risk or Opportunity (Indicate positive or negative implications)
1	Emission Regulations	Risk/ Opportunity	Increasing regulatory pressure on vehicle emissions Accelerated Shift towards EV's and Low emission Vehicles.	Develop and promote the sale of electric vehicles (EVs) and invest in emission control technologies	Negative: Increased costs for compliance and technology upgrades. Positive: Potential market for EVs
2	Renewable Energy Adoption	Opportunity	Shift towards sustainable energy sources	Invest in renewable energy sources for dealership operations and promote EVs. Installation of rooftop solar for branches.	Positive: Reduction in energy cost and long-term savings
3	Waste Management	Risk	Regulatory requirements for proper disposal of automotive waste	Implement comprehensive waste management systems and tie up with authorized recyclers.	Negative: Initial investment in waste management systems. Positive: Avoidance of penal actions against regulatory compliances.
4	Customer Demand for EVs	Opportunity	Increasing consumer preference for environmentally friendly vehicles	Expand the EV product range and provide incentives for EV purchases	Positive: Increased sales and market share in the EV segment
5	Labour Practices	Risk	Ensuring fair labour practices and inclusivity	Develop policies and training programs to ensure compliance with labour laws and promote inclusivity.	Negative: Initial costs for policy development and training programs. Positive: Improved employee morale and retention
6	Energy Efficiency in Operations	Opportunity	Need to reduce operational costs and carbon footprint	Implement energy-efficient practices and technologies in dealership operations	Positive: Reduced energy costs and lower carbon footprint
7	Community Engagement and Development	Opportunity	Building strong relationships with the local community	Engage in corporate social responsibility (CSR) activities and community development projects	Positive: Enhanced brand reputation and customer loyalty

Sl. No.	Material Issue Identified	Indicate whether Risk / Opportunity (R/O)	The rationale for Identifying Risk or Opportunity	Approach to Adapt or Mitigate (In case of risk)	Financial Implication of Risk or Opportunity (Indicate positive or negative implications)
8	Water Use and Conservation	Risk	Regulatory and community pressure to manage water resources sustainably	Implement water-saving technologies and practices in dealership operations	Negative: Costs associated with implementing water conservation measures. Positive: Long-term savings and improved community relations
9	Climate Change Impact	Risk	Potential disruption to supply chain and operations due to climate events	Develop and implement a climate resilience plan for operations and supply chain	Negative: Costs for developing and implementing resilience measures. Positive: Increased resilience and reduced operational disruptions
10	Business/ Growth	Opportunity	Focusing on growth through strategic expansion into new geographical markets. Both urban and rural regions offer untapped potential, enabling the company to serve a wider customer base and capitalize on regional demand trends.	Actively expanding the company's physical presence across various regions and initiating operations in new markets. This includes setting up dealerships in high-potential areas, tailoring offerings to local preferences, and strengthening distribution and service networks.	Positive: The geographic expansion is expected to contribute to increased vehicle sales, greater brand visibility, and a larger market share. Over time, these efforts are likely to enhance revenue streams and improve overall profitability.
11	Digital integration	Risk	Underutilization of digital tools and platforms and lack of awareness and understanding of digital tools among teams may hinder operational efficiency, reduce productivity, and limit the overall effectiveness of internal processes and customer engagement efforts.	Launch of a digital enablement program, including awareness sessions and workshops to improve digital literacy and embed digital thinking and practices.	Negative: Lack of usage of emerging digital tools and technologies may lead to inefficiencies, higher operational costs, missed revenue opportunities, and a slower pace of innovation. These will negatively impact the company's financial performance and competitive positioning.
12	Data Privacy & Cybersecurity	Risk	Increasing digitisation leading to higher exposure to data breaches and regulatory risks	Strengthen IT controls, cybersecurity frameworks, employee awareness programs	Negative: Investment in IT security. Positive: Avoidance of penalties and reputational loss

Sl. No.	Material Issue Identified	Indicate whether Risk / Opportunity (R/O)	The rationale for Identifying Risk or Opportunity	Approach to Adapt or Mitigate (In case of risk)	Financial Implication of Risk or Opportunity (Indicate positive or negative implications)
13	Supply Chain Dependence on OEM	Risk	High dependence on OEM policies, pricing, and supply chain disruptions	Strengthen OEM engagement, diversify revenue streams (Allied services)	Negative: Revenue volatility risk. Positive: Stability through diversification
14	Customer Transparency & Ethical Sales Practices	Risk	Regulatory and reputational risk from mis-selling or lack of pricing transparency	Strengthen SOPs, audit mechanisms, customer communication protocols	Negative: Compliance costs. Positive: Higher trust and repeat business

SECTION B: Management and Process Disclosures

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure 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	Yes	Yes	Yes
	b.	Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c.	Web Link of the Policies, if available	Web-links for the policies available: **Vendor Management Policy:** https://assets.popularvehicles.in/Vendor_Management_Policy_f2d542ac2b/Vendor_Management_Policy_f2d542ac2b.pdf Principle 1, 2, 3, 5, 6 **Policy for Determination of Materiality**: https://assets.popularvehicles.in/Policy_For_Determination_Of_Materiality_5858d6835f/Policy_For_Determination_Of_Materiality_5858d6835f.pdf Principle 1, 4 **Policy for Evaluation of Performance of Board of Directors:** https://assets.popularvehicles.in/Policy_for_Evaluation_of_Performance_of_Board_of_Directors_docx_64d9899cb7/Policy_for_Evaluation_of_Performance_of_Board_of_Directors_docx_64d9899cb7.pdf Principle 1 **Policy for Familiarisation Programme for Independent Directors:** https://assets.popularvehicles.in/Policy_for_Familiarisation_Programme_for_Independent_Directors_302036f3c1/Policy_for_Familiarisation_Programme_for_Independent_Directors_302036f3c1.pdf Principle 1 **Policy for Preservation of Documents:** https://assets.popularvehicles.in/Policy_for_Preservation_of_Documents_656d592c95/Policy_for_Preservation_of_Documents_656d592c95.pdf Principle 1 **Policy on Material Subsidiaries**: https://assets.popularvehicles.in/Policy_On_Material_Subsidiaries_713fa0f81e/Policy_On_Material_Subsidiaries_713fa0f81e.pdf Principle 1 **Policy on Related Party Transactions:** https://assets.popularvehicles.in/Policy_on_Related_Party_Transactions_c771fc21a4/Policy_on_Related_Party_Transactions_c771fc21a4.pdf Principle 1								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Policy to promote Diversity of Board of Directors: https://assets.popularvehicles.in/Policy_to_promote_Diversity_of_Board_of_Directors_a47b405a08/Policy_to_promote_Diversity_of_Board_of_Directors_a47b405a08.pdf Principle 1, 3, 8 **Risk Management Policy:** https://assets.popularvehicles.in/Risk_Management_Policy_34d960e0e1/Risk_Management_Policy_34d960e0e1.pdf Principle 1, 4, 6 **Succession Policy**: https://assets.popularvehicles.in/Succession_Policy_230db3e78a/Succession_Policy_230db3e78a.pdf Principle 1 **Whistle Blower Policy:** https://assets.popularvehicles.in/Whistle_Blower_Policy_74849727e3/Whistle_Blower_Policy_74849727e3.pdf Principle 1 **Anti Sexual Harrassment Policy:** https://assets.popularvehicles.in/Anti_Sexual_Harrassment_Policy_ba4b94e1c6/Anti_Sexual_Harrassment_Policy_ba4b94e1c6.pdf Principle 3, 5 **Archival Policy**: https://assets.popularvehicles.in/Archival_Policy_76ed131558/Archival_Policy_76ed131558.pdf Principle 1 **Code of Conduct for Board of Directors and SMPs:** https://assets.popularvehicles.in/Code_Of_Conduct_For_Board_Of_Directors_And_SM_Ps_f49749d1d8/Code_Of_Conduct_For_Board_Of_Directors_And_SM_Ps_f49749d1d8.pdf Principle 1 **Code of practices and procedures for fair disclosure of UPSI:** https://assets.popularvehicles.in/Code_of_practices_and_procedures_for_fair_disclosure_of_UPSI_ff19c9cf0a/Code_of_practices_and_procedures_for_fair_disclosure_of_UPSI_ff19c9cf0a.pdf Principle 1 **Corporate Social Responsibility Policy:** https://assets.popularvehicles.in/Corporate_Social_Responsibility_Policy_0e1ec15f81/Corporate_Social_Responsibility_Policy_0e1ec15f81.pdf Principle 8 **Dividend Distribution Policy**: https://assets.popularvehicles.in/Dividend_Distribution_Policy_a33d32306e/Dividend_Distribution_Policy_a33d32306e.pdf Principle 1, 4								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Insider Trading Policy: https://assets.popularvehicles.in/Insider_Trading_Policy_900c497702/Insider_Trading_Policy_900c497702.pdf Principle 1 **Nomination and Remuneration Policy:** https://assets.popularvehicles.in/Nomination_and_Remuneration_Policy_0d8b2c3e75/Nomination_and_Remuneration_Policy_0d8b2c3e75.pdf Principle 1, 3 **Remuneration Policy**: https://assets.popularvehicles.in/Remuneration_Policy_for_Directors_and_Senior_Management_f7b3b2d7bd/Remuneration_Policy_for_Directors_and_Senior_Management_f7b3b2d7bd.pdf Principle 1, 3 **Equal Opportunity, Diversity, and Inclusion Policy:** https://assets.popularvehicles.in/Equal_Oppurtunity_Diversity_and_includion_Policy_PVSL_9c6ee4f672/Equal_Oppurtunity_Diversity_and_includion_Policy_PVSL_9c6ee4f672.pdf Principle 3, 5, 8 **Human Right Policy:** https://assets.popularvehicles.in/Human_Right_Policy_PVSL_F_docx_b2ea74e39a/Human_Right_Policy_PVSL_F_docx_b2ea74e39a.pdf Principle 5 **Investor Grievance Redressal Policy:** https://assets.popularvehicles.in/Investor_Grievance_Redressal_Policy_cd94eff450/Investor_Grievance_Redressal_Policy_cd94eff450.pdf Principle 4 **Environment Climate Change Policy**: https://assets.popularvehicles.in/Environment_Climate_Change_Policy_F_docx_763c8530fb/Environment_Climate_Change_Policy_F_docx_763c8530fb.pdf Principle 6 **Business Responsibility Policy:** https://assets.popularvehicles.in/Business_Responsibility_Policy_PVSL_docx_5f3e7b45db/Business_Responsibility_Policy_PVSL_docx_5f3e7b45db.pdf Principle 1 to 9 **Occupational Health and Safety Policy:** https://assets.popularvehicles.in/Occupational_Health_and_Safety_Policy_F_408eda67da/Occupational_Health_and_Safety_Policy_F_408eda67da.pdf Principle 3								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Stakeholder Engagement Policy: https://assets.popularvehicles.in/Stakeholder_Engagement_Policy_docx_f340d0b342/Stakeholder_Engagement_Policy_docx_f340d0b342.pdf Principle 4 **Public Advocacy Policy** https://assets.popularvehicles.in/Public_Advocacy_Policy_be15d98edb/Public_Advocacy_Policy_be15d98edb.pdf Principle 7 **Information Security Policy (Umbrella Policy):** https://assets.popularvehicles.in/Information_Security_Policy_Umbrella_Policy_56b75b4534/Information_Security_Policy_Umbrella_Policy_56b75b4534.pdf Principle 1, 9 **Access Control & Identity Management Policy:** https://assets.popularvehicles.in/Access_Control_Identity_Management_Policy_11e5d69c1a/Access_Control_Identity_Management_Policy_11e5d69c1a.pdf Principle 1, 9 **Password & Authentication Policy:** https://assets.popularvehicles.in/Password_Authentication_Policy_8826cef8de/Password_Authentication_Policy_8826cef8de.pdf Principle 1, 9 **Logging, Monitoring & Audit Trail Policy:** https://assets.popularvehicles.in/Logging_Monitoring_Audit_Trail_Policy_5e6b2f5059/Logging_Monitoring_Audit_Trail_Policy_5e6b2f5059.pdf Principle 1 **Backup & Recovery Policy:** https://assets.popularvehicles.in/Backup_Recovery_Policy_08939b4bd0/Backup_Recovery_Policy_08939b4bd0.pdf Principle 1, 9 **Incident Management Policy:** https://assets.popularvehicles.in/Incident_Management_Policy_982df1784a/Incident_Management_Policy_982df1784a.pdf Principle 1, 4, 9 **Data Protection Policy:** https://assets.popularvehicles.in/Data_Protection_Policy_89d377efe0/Data_Protection_Policy_89d377efe0.pdf Principle 1, 9 **Cloud Security & Usage Policy**: https://assets.popularvehicles.in/Cloud_Security_Usage_Policy_d237ebc4f9/Cloud_Security_Usage_Policy_d237ebc4f9.pdf Principle 1, 9								

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
2.	Whether the entity has translated the policy into procedures. (Yes / No)	**Yes**	**Yes**	**Yes**	**Yes**	**Yes**	**Yes**	**Yes**	**Yes**	**Yes**
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	**Yes.** The Company's key upstream value chain partners are vehicle OEMs whose policies and operating practices are broadly aligned with the principles covered under the Company's policies. Extension to downstream value chain partners is not applicable, as the Company's downstream customers are predominantly individual consumers for whom NGRBC principles are not applicable								
4.	Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The company is a trusted distribution partner for leading automobile OEMs, and all products are manufactured at the OEMs' own plants and facilities. These manufacturing operations adhere to stringent global quality standards such as ISO 9001 (Quality Management), IATF 16949 (Automotive Quality Management), and others. The OEMs also comply with additional certifications across operational areas including HR (e.g., SA 8000 for Social Accountability), occupational health and safety (e.g., ISO 45001), and environment management (e.g., ISO 14001), in alignment with the 9 principles of the National Guidelines on Responsible Business Conduct (NGRBC). As of now, the company itself does not hold independent product or process certifications, since all quality controls are managed by OEMs at their own certified plants. However, going forward, the company may consider adopting globally recognized certifications and standards, depending on regulatory requirements and strategic alignment.								

Certification / Code	Scope of Management	Relevant NGRBC Principle
ISO 9001 & **IATF 16949**	Quality Management & Automotive Excellence	**Principle 9:** Businesses should engage with and provide value to their consumers in a responsible manner.
ISO 14001	Environmental Management System	**Principle 6:** Businesses should respect and make efforts to protect and restore the environment.
ISO 45001	Occupational Health & Safety	**Principle 3:** Businesses should respect and promote the well-being of all employees, including those in their value chains.
SA 8000	Social Accountability (Labor standards/HR)	**Principle 3:** (Employee Well-being) and **Principle 5:** Businesses should respect and promote human rights.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company has not defined specific long-term targets mapped to each of the nine principles of the NGRBC; however, it follows a dynamic and evolving approach to goal setting across these areas. Priorities relating to ethical governance, product responsibility, employee well-being, stakeholder engagement, environmental management, public policy advocacy, inclusive growth and customer value are addressed through ongoing initiatives and are reviewed periodically. Targets and actions are determined from time to time based on business requirements, regulatory expectations and stakeholder considerations, and are guided by the Company's governance framework and internal policies. Through periodic assessments and management reviews, the Company continues to refine its approach, ensuring alignment with responsible business conduct while maintaining flexibility in execution.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	NA	NA	NA	NA	NA	NA	NA	NA	NA
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure): Please refer to the Chairperson's and Managing Director's message in the Annual Report.									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Naveen Philip Managing Director								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, details.	Yes, Corporate Social Responsibility Committee and Stakeholders' Relationship Committee addresses key aspects of the sustainability related issues.								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	The process is reviewed from time to time, without adhering to a regular frequency								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes, our adherence to statutory principles and requirements substantially covers the principles, ensuring comprehensive compliance.									Our adherence to statutory principles, requirements, and other applicable laws ensures that the company's management conducts meetings based on the requirements. These meetings are scheduled as necessary, in addition to the meetings fixed yearly, half-yearly, or other periodic basis.								

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

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

Not Applicable - All principles are covered by atleast one policy.

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

Section C) PRINCIPLE WISE PERFORMANCE DISCLOSURE

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 programme held	Topic/Principles covered under the training and its impact	% of persons in respective category covered by the awareness program
Board of Director	1	1. NFRA circular- Effective Communication Between Statutory Auditors and Those Charged with Governance, Including Audit Committees	100%
Key Managerial Personnel	1	1. NFRA circular- Effective Communication Between Statutory Auditors and Those Charged with Governance, Including Audit Committees	100%
Employees other than BoD and KMPs	42	Team Management, Time Management, Outbound Training Program on Synergy and Collaboration, Customer Excellence, Finance for Non-Finance, AI/ ChatGPT for Managers, Transactional Analysis and Empathy Trainings for Works Managers and Assistant Works Managers, Specialized AI training for trainers, Customer Excellence and Centric Trainings, Management Trainee Induction and Orientation Trainings, New Joiners Induction Trainings, Power BI Training Session, EV and Strong Hybrid Specialised Training,	96%
Workers	135	Transactional analysis and Empathy, Communication Skills, Listening Skills, Customer-Centric Approach, Customer Excellence Training, Time Management, Excel Training, Sales/Service Process Training, Refresher Training on Product, Process, SOP, Technology, Applications, New Joiner Induction Training, Company Policy and HR Induction, Incentive/Offer Trainings, Sales Pitch and Mastery, Objection Handling, Upselling and Cross Selling Session for sales and service, Tele caller/ Telemarketing Trainings, Allied Service Training, EV and Strong Hybrid Specialised Training, Parivarthan Training for Service advisor and Mechanics	98%

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

A. Monetary

Particulars	NGRBC Principle	Name of the regulatory / Enforcement agencies/judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred ? (Yes/No)
Fine/Penalty	Principle 6	Health District Enforcement Squad, Kannur	10,000	Violation alleged regarding the non-operation of the Effluent Treatment Plant (ETP) and improper handling and dumping of waste within the service centre premises.	No
Penalty	Principle 1	Assistant StateTax Officer, Enforcement Squad No-2	16,000	Detention of vehicle while movement due to lack of proper transit documents for transportation of material from warehouse to Calicut service Centre.	No
Penalty/ Fine	Principle 1	Legal Metrology Department, Muvattupuzha	39,485	Non-affixing of the Legal Metrology seal on measuring and weighing instruments.	No
Fine/Penalty	Principle 6	Manamboor Grama Panchayat	5,000	Action taken for burning plastic waste in Kallambalam Service centre premises.	No
Additional charge / Fine	Principle 1	Kerala State Electricity Board (KSEB), Anchal	1,34,974	Misuse of tariff and detection of an unauthorized connected load of 4392 watts at the premises.	No
Fine/Penalty	Principle 6	Iritty Municipality	5,000	Violation regarding discharge of waste water.	No
Fine or Penalty	Principle 1	CTO-Ayanavaram Central II, Chennai	20,488	Violation regarding ITC availed for Free service charges on the invoices on Company Dealers.	No
Fine or Penalty	Principle 6	Kadannappally Panappuzha Grama Panchayat	10,000	Violation regarding improper waste disposal at the PDI yard, Kannur.	No
Fine or Penalty	Principle 6	Karimannoor Grama Panchayat	30,000	Violation due to waste disposal through an unauthorized vendor.	No
Fine/Penalty	Principle 1	Commercial Tax Officer - Chennai Central	20,000	Violation relating to short remittance under RCM (Reverse Charge Mechanism)between GSTR-2A and GSTR-3B and short reversal of ITC(Input Tax Credit) on credit notes between GSTR-2A and GSTR-3B	No
Fine/Penalty	Principle 3	Regional Provident Fund Commissioner, Kochi	33,206	Violation regarding delayed payment of provident fund contribution pertaining to the COVID-19 period.	No
Fine/Penalty	Principle 1	State Tax Office-Road Squad(RS)-Intelligence	1,00,000	Violation relating to Address mismatch for Vanagaram stock yard between Name board vs GST Certificate.	No
Fine/Penalty	Principle 6	Kalady Grama Panchayat	2,500	Violation regarding damage to the ETP plant tank	No
Settlement	-	Nil	Nil	Nil	Nil
Compounding Fee	0	0	0	0	0

B. **Non Monetary**

Particulars	NGRBC Principle	Name of the regulatory / Enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred ? Yes/No
Imprisonment	NIL	NIL	NIL	NIL
Punishment	NIL	NIL	NIL	NIL

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
NIL	NIL

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

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

	FY 2025-26 (Current Financial year)	FY 2024-25 (Previous Financial year)
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	1
Workers	1	NIL

6. Details of complaints with regard to conflict of interest

Particulars	FY 2025-26 (Current Financial year)		FY 2024-25 (Previous Financial year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NIL	NIL	NIL
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	NIL	NIL	NIL

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.

   Corrective action is underway and domestic inquiry is initiated

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

	FY 2025-26 (Current Financial year)	FY 2024-25 (Previous Financial Year)
Number of days of accounts payables	9	9

9. Open-ness of business

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

Parameter	Metrics		FY 2025-26 (Current Financial year)	FY 2024-25 (Previous Financial Year)
Concentration of Purchases	a.	Purchases from trading houses as % of total purchases	0	0
	b.	Number of trading houses where purchases are made from	0	0
	c.	Purchases from top 10 trading houses as % of total purchases from trading houses.	0	0
Concentration of Sales	a.	Sales to dealers /distributors as % of total sales	0.2%	0%
	b.	Number of dealers/ distributors to whom sales are made	32	44
	c.	Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	83.9%	71.2%
Share of RPTS in	a.	Purchases (purchases with related parties/Total purchases)	0.11%	0.05%
	b.	Sales (Sales to related parties/Total Sales)	0.07%	0.03%
	c.	Loans and advances(Loans and advances given to related parties/Total loans and advances)	100%	100%
	d.	Investments (Investments in related parties/Total investments made)	98.0%	98.4%

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 product and processes to total R&D and capex investments made by the entity, respectively.

Category	FY 2025-26 (Current Financial year)	FY 2024-25 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D Capex	Popular Vehicles & Services Limited does not directly invest in Research & Development (R&D) or capital expenditure (CAPEX) aimed at developing technologies that improve environmental and social impacts. As an authorized distribution partner for various automobile Original Equipment Manufacturers (OEMs), the responsibility for R&D and technology development, including those with environmental and social considerations, lies with the OEMs. Accordingly, the percentage of R&D and CAPEX investments by the entity in such technologies is nil.		

In case the entity desires to disclose any benefits other than those specified in this field, additional columns may be added for such disclosures.

The company is a dealer for a leading automobile brand, and the vehicles we sell are manufactured in green manufacturing facilities. These products undergo continuous technological improvements through our OEM's R&D efforts, enhancing both safety and fuel efficiency.

2. Sustainable Sourcing

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

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

We source vehicles from OEMs and auto parts manufacturers, all of which have well-laid-out sustainable practices. Hence, our main source partners are committed to sustainability.

3. Describe the processes in place to reclaim products for reusing, recycling, and disposing at the end of life for:

   a. Plastics (Including Packaging)

   b. E – Waste

   c. Hazardous waste

   d. Other waste

   Popular Vehicles & Services Limited have certain processes in place to reclaim products for reusing, recycling, or disposal at end-of-life for plastics, e-waste, hazardous waste, or other waste, though the Company does not engage in manufacturing or packaging activities. Plastic waste generated is given back to centralized vendors who are registered with us. E-waste generated is minimal and pertains to end-of-life electronic equipment used internally, all of which is responsibly disposed of through authorised e-waste collectors. Used oil (hazardous waste) is disposed of through government approved oil vendors. Additionally, battery waste is returned to Original Equipment Manufacturers (OEMs), as any processes to reclaim it is the primary responsibility of the original manufacturer. Other routine waste is managed in accordance with applicable municipal guidelines.

4. Extended Producer Responsibility (EPR)

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

   Extended Producer Responsibility (EPR) is not applicable to the operations of Popular Vehicles and Services Limited. As the company primarily engages in the sales and servicing of vehicles and does not manufacture or produce any products that fall under the purview of EPR regulations—such as plastic packaging, electronics, or batteries—it is not classified as a 'Producer' under the applicable environmental laws. Consequently, there is no requirement to submit a waste collection plan or register under EPR with the Pollution Control Boards.

PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chains

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	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	1783	1783	100.00%	1783	100.00%	0	0%	1357	76.11%	0	0%
Female	246	246	100.00%	246	100.00%	246	100%	0	0.00%	0	0%
Other	0	0	0.00%	0	0.00%	0	0%	0	0.00%	0	0%
Total	2029	2029	100.00%	2029	100.00%	246	12%	1357	66.88%	0	0%
Other than permanent employees											
Male	51	0	0.00%	51	100.00%	0	0%	0	0.00%	0	0%
Female	2	0	0.00%	2	100.00%	2	100%	0	0.00%	0	0%
Other	0	0	0.00%	0	0.00%	0	0%	0	0.00%	0	0%
Total	53	0	0.00%	53	100.00%	2	4%	0	0.00%	0	0%

In case the entity desires to disclose any benefits other than those specified in this field, additional columns may be added for such disclosures.

b. Details of measures for the well-being of Workers

Category	Total (A)	% of workers covered by								
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)
Permanent workers										
Male	3277	3277	100.00%	3277	100.00%	0	0.00%	2032	62.01%	0
Female	1297	1297	100.00%	1297	100.00%	1297	100.00%	0	0.00%	0
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
Total	4574	4574	100.00%	4574	100.00%	1297	28.36%	2032	44.43%	0
Other than permanent workers										
Male	403	0	0.00%	403	100.00%	0	0.00%	0	0.00%	0
Female	141	0	0.00%	141	100.00%	141	100.00%	0	0.00%	0
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
Total	544	0	0.00%	544	100.00%	141	25.92%	0	0.00%	0

In case the entity desires to disclose any benefits other than those specified in this field, additional columns may be added for such disclosures.

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

	FY 2025-26	FY 2024-25
	Current Financial Year	Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the company	0.06%	0.06%

2. Details of retirement benefits, for current FY and previous financial year

Benefits	FY 2025-26			FY 2024-25		
	Current Financial Year			Previous Financial Year		
	Number of employees covered as % of total employees	Number of Workers covered as % of total employees	Deducted and deposited with the authority (Y/N/N.A)	Number of employees covered as % of total employees	Number of Workers covered as % of total employees	Deducted and deposited with the authority (Y/N/N.A)
PF	97.45%	89.37%	Y	97.02%	86.90%	Y
Gratuity	97.45%	89.37%	Y	96.96%	86.90%	Y
ESI	33.29%	79.76%	Y	44.87%	83.64%	Y
Others – Mediclaim	53.60%	5.02%	Y	52.15%	3.26%	Y
LWF	77.76%	89.37%	Y	79.37%	86.90%	Y

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.

Not all our premises are accessible for differently abled.

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, we have an Equal Opportunity, Diversity, and Inclusion Policy. All employees are encouraged to report any concerns or incidents of discrimination and harassment to their respective HR SPOC.

https://assets.popularvehicles.in/Equal_Oppurtunity_Diversity_and_includion_Policy_PVSL_9c6ee4f672/Equal_Oppurtunity_Diversity_and_includion_Policy_PVSL_9c6ee4f672.pdf

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	100.00%	80.00%	100.00%	82.86%
Female	100.00%	0.00%	100.00%	82.86%
Total	100.00%	78.43%	100.00%	75.76%

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

Particulars	Yes/No (if yes then give details of the mechanism in brief)
Permanent Workers	Yes, in the event of a work-related grievance, all our employees/workers can first raise it with their respective reporting managers, who will initiate the redressal process. If the concern or complaint is against the reporting manager, the employee can escalate it to the next level manager. The employee's HR SPOC will also partner in the redressal process.

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

Category	FY 2025-26			FY 2024-25		
	Total employees/ workers in respective category (A)	No.of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No.of employees / workers in respective category,who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	2029	0	0.00%	1693	0	0.00%
Male	1783	0	0.00%	1494	0	0.00%
Female	246	0	0.00%	199	0	0.00%
Other	0	0	0.00%	0	0	0.00%
Total Permanent Workers	4574	0	0.00%	3840	0	0.00%
Male	3277	0	0.00%	2774	0	0.00%
Female	1297	0	0.00%	1066	0	0.00%
Other						

8. Details of Training imparted to the employees and workers on health & safety measures and on skill upgradation.

Category	FY 2025-26 Current Financial Year					FY 2024-25 Previous Financial Year				
	Total (A)	On health and safety Measures		On skill upgradation		Total	On health and safety Measures		On skill upgradation	
		NO. B	% (B/A)	No.C	% (C/A)	(D)	No. (E)	% (E/D)	No.(F)	%(F/D)
Employees										
Male	1834	1750	95.42%	1792	97.71%	1544	52	3.37%	1245	80.63%
Female	248	240	96.77%	239	96.37%	201	0	0	65	32.34%
Total	2082	1990	95.58%	2031	97.55%	1745	52	3.37%	1310	75.07%
Workers										
Male	3680	3658	99.40%	3655	99.32%	3189	436	13.67%	2245	70.40%
Female	1438	1328	92.35%	1409	97.98%	1230	0	0	862	70.08%
Total	5118	4986	97.42%	5064	98.94%	4419	436	13.67%	3107	70.31%

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

Category	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Total (A)	No.(B)	% (B/A)	Total (C)	No.(D)	% (D/C)
Employees						
Male	1834	1098	59.87%	1544	1203	77.91%
Female	248	148	59.68%	201	144	71.64%
Total	2082	1246	59.85%	1745	1347	77.19%
Workers						
Male	3680	1667	45.30%	3189	1325	41.55%
Female	1438	620	43.12%	1230	503	40.89%
Total	5118	2287	44.69%	4419	1828	41.37%

10. Health and safety management system

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

Popular Vehicles & Services Ltd has implemented a structured Health and Safety Management System across its showrooms and service network, aligned with statutory requirements, SOPs and OEM guidelines. The Company adopts a systematic approach to identifying workplace hazards and assessing risks associated with vehicle handling, workshop operations, equipment usage and customer-facing environments, covering both routine and non-routine activities.

Key initiatives include:

- Defined processes for identification of work-related hazards and periodic risk assessments
- Standard operating procedures for workshop safety, vehicle movement and equipment handling
- Fire safety systems, including detection, suppression and regular inspections
- Availability of first-aid facilities with trained personnel across locations
- Emergency preparedness measures such as evacuation plans, drills and incident response protocols
- Regular safety audits, inspections and compliance reviews
- Ongoing employee training and safety awareness programmes to strengthen a safety-first culture

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

1. Conduct regular safety inspections and address identified hazards.
2. Regularly inspect the premises for potential hazards, vehicles and equipments for safety compliance and rectify any identified risks.

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

Yes, all accidents, injuries, or near-miss incidents must be reported immediately to the HR SPOC or the designated person.

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

Yes, we have a tie-up with Aster DM Health Care and Kinder Hospitals in a few of our locations to provide health care at a subsidised rate.

11. Details of safety related incidents

Safety Incident / Number	Category	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) Per One million -person hours worked	Employees	0.400256	-
	Workers	0.407060	-
Total recordable work-related injuries	Employees	3	2
	Workers	6	13
No of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

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

To ensure a safe and healthy workplace, we conduct regular inspections and maintenance by certified authorities, implement robust safety protocols, provide comprehensive training, and conduct emergency response drills and first aid training.

13. Number of complaints made by employees and workers

	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Filed during the year	Pending resolutions at the end of the year	Remarks	Filed during the year	Pending resolutions at the end of the year	Remarks
Working Conditions	1	0	Closed	0	0	
Health & Safety	0	0		0	0	

14. Assessments for the year

Particulars	% of plants and offices that were assessed (By entity or statutory authorities or third parties)
Health and safety practices	The company does not currently engage any external entities, statutory authorities or third parties for the assessment of health and safety practices and working conditions at its locations. However, we are developing an internal assessment mechanism designed to evaluate and monitor these practices and conditions across the workplace.
Working Conditions	

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

Periodic safety inspections are undertaken and corrective actions taken.

Principle 4. Businesses should respect the interests of and be responsive to all its stakeholders.

Essential Indicators:

1. Describe the process for identification of key stakeholder groups of the entity.

Popular Vehicles and Services Limited (PVSL) recognizes stakeholders as valued partners in its mission for long term value creation. Effective stakeholder involvement is crucial for achieving the company's strategic goals. PVSL has recognized both internal and external stakeholders. At present, the stakeholders who significantly influence the Company's operations and functioning comprises employees, shareholders, customers, vendors, insurance companies, OEM, local communities, government and regulators and lenders.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders/ Investors	No	• Website • Stock exchange disclosures • General Meetings • Public and media announcements • Annual Report • Quarterly investor calls • Dedicated external Investor Relations team. • Telephone Number • Email	Annually, Quarterly & event based.	Updates on business performance, material events or information, Lodging of investor grievances.
Local Communities	No	• Community Meetings • Training Programmes • booklets and materials for schools • student-led street plays, flash mobs, campaigns, and public engagements on Road Safety • Road safety activities in schools, including quizzes, street plays, helmet campaigns, and awareness drives	Ongoing and continuous.	CSR partnerships Being into automobile sector, the road culture and safe road habits helps in saving lives and livelihood of the communities around. Partnering with schools, we have strived to inculcate culture of awareness among the present and future drivers.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Government & Regulators	No	• Compliance with all applicable laws. • Representation through Industry bodies. • Participation in Government consultation programmes	Ongoing	Compliance with applicable laws and regulations help maintain a positive relation with Government and is essential to drive important policies in the sector.
Employees	No	• Real time engagement • Email • HR application (Voyonfolks) • Notice board • Daily meeting and briefings. • Townhall meetings • Timely internal communications • Whatsapp Group	Ongoing	At PVSL employees form the core of the business and service. Engagements with them help to analyze working environment, career enhancement, health, safety and engagement activities.
Customers	No	• Direct feedback • Social media handles • Website, E-mail • Periodic market research.	Ongoing	PVSL has been the choice for customers. Customer feedback helps the company improve its services.
Vendors	No	• E-mail • Telephone	Ongoing	Vendors are integral part and their services influence the business operations and quality of customer experience.
Insurance companies	No	• E-mail • Telephone • Meetings	Ongoing	PVSL offers insurance renewal services and positive relationship with insurance companies ensure the quality, efficiency, reliability of the services.
OEM	No	• E-mail • Telephone • Meetings • Dealer Management System.	Ongoing	Being franchise model, the OEM interactions/ relations/ communications is integral to the success of the business.
Lenders (Banks/ NBFCs)	No	• Meetings • Sharing regular updates on financial performance. • Ongoing communication and relationship	Ongoing	Caters to the financial assistance for the growth and diversification of the company.

Principle 5. Businesses should respect and promote human rights.

Essential Indicators

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
Employees				In FY 2024-25, we successfully conducted three training sessions on POSH (Prevention of Sexual Harassment), 85% of our employees/workers attended these sessions.		
Permanent	2029	1750	86.25%			
Other than permanent	53	30	56.60%			
Total Employees	2082	1780	85.49%			
Workers						
Permanent	4574	3898	85.22%			
Other than permanent	544	510	93.75%			
Total Workers	5118	4408	86.13%			

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

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B /A)	No.(C)	% (C /A)		No. (E)	% (E /D)	No. (F)	% (F /D)
Employees										
Permanent	2029	7	0.34%	2022	99.66%	1693	5	0.30%	1687	99.65%
Male	1783	7	0.39%	1776	99.61%	1494	4	0.27%	1489	99.67%
Female	246	0	0.00%	246	100.00%	199	1	0.50%	198	99.50%
Other	0	0	0	0	0	0	0	0	0	0
Other than Permanent	53	0	0.00%	53	100.00%	52	0	0.00%	37	71.15%
Male	51	0	0.00%	51	100.00%	50	0	0.00%	35	70.00%
Female	2	0	0.00%	2	100.00%	2	0	0.00%	2	100.00%
Other	0	0	0	0	0	0	0	0	0	0
Workers										
Permanent	4574	144	3.15%	4419	96.61%	3840	120	3.13%	3704	96.46%
Male	3277	88	2.69%	3189	97.31%	2774	91	3.28%	2668	96.18%
Female	1297	67	5.17%	1230	94.83%	1066	29	2.72%	1036	97.19%
Other	0	0	0	0	0	0	0	0	0	0
Other than Permanent	544	9	1.65%	279	51.29%	579	19	3.28%	137	23.66%
Male	403	4	0.99%	202	50.12%	415	16	3.86%	94	22.65%
Female	141	5	3.55%	77	54.61%	164	3	1.83%	43	26.22%
Other	0	0	0	0	0	0	0	0	0	0

3. Details of remuneration/ salary/ wages (including differently abled)

a. Median remuneration / wages:

	Male		Female		Other	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	7	16,00,000.00	1	17,00,000.00	-	-
Key Managerial Personnel	6	95,50,864.50	-	-	-	-
Employees other than BoD and KMP	379	609480	36	576000	-	-
Workers	5132	211632	1650	192000	-	-

Category	Wages	Median
Employees & Workers	1,652,281,156	210,420
KMP	23,855,992	8,407,200

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

	FY 2025-26	FY 2024-25
	Current Financial Year	Previous Financial Year
Gross wages paid to females as % of total wages	19.30%	19.42%

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

Yes. The Company has designated the HR Head as the focal point responsible for addressing human rights-related concerns, impacts, and grievances that may arise from or be contributed to by the Company's operations. The HR Head oversees the implementation of the Company's policies and practices relating to employee welfare, equal opportunity, non-discrimination, prevention of harassment, workplace health and safety, and ethical conduct. Employees and other relevant stakeholders may raise concerns through established grievance redressal mechanisms, which are reviewed and addressed in a timely and confidential manner.

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

Implemented Human Right Policy. We encourage all employees to report any concerns, complaints, or grievances related to workplace issues, including but not limited to discrimination, harassment, unethical behavior, or violation of policies. All reports will be taken seriously and handled promptly, confidentially, and impartially.

6. Disclosure of complaints made by employees and workers on sexual harassment, discrimination at workplace, Child Labour, Forced Labour/Involuntary Labour, Wages or other human rights related issues.

Category	FY 2025-26			FY 2024-25		
	Current Financial Year			Previous Financial Year		
	Filed during the year	Pending Resolution at the end of the year	Remarks	Filed During the Year	Pending Resolution at the end of the year	Remarks
Sexual Harassment	4	0	Settled	1	0	Settled
Discrimination at workplace	0	0	0	0	0	0
Forced Labour/Involuntary Labour	0	0	0	0	0	0
Wages	0	0	0	0	0	0
Other human right related issues	0	0	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 25-26	FY 24-25
	Current Financial Year	**Previous Financial Year**
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	4	1
Complaints on POSH as a % of female employees / workers	0.24%	0.07%
Complaints on POSH upheld	Nil	Nil

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

   The organisation is equipped to handle discrimination and harassment cases by ensuring confidentiality, enforcing strict anti-retaliation measures, providing support systems like counselling, and conducting regular follow-ups. These mechanisms are in place to protect the complainant and maintain a fair and safe working environment if such cases arise.

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

   Yes. The company is in the process of aligning the human rights requirements into the vendor agreements and contracts.

10. Assessments of the year

Category	**% of plants and offices that were assessed (by the entity or by the statutory authorities or third parties)**
Child Labour Forced/Involuntary Labour Sexual harassment Discrimination at workplace Wages Others – please specify	Nil: Though not conducting specific assessments, the company regularly monitors workplace practices to prevent issues related to child labour, forced labour, sexual harassment, discrimination, and wage discrepancies. The company ensures that wages are paid according to agreements and legal requirements and has established rules and policies in these areas where mandatorily applicable.

11. Provide the details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above. Nil

Principle 6. Businesses should respect and make efforts to protect and restore the environment.

Essential Indicators:

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

Parameter	**FY 2025-26 (Current Financial year)**	**FY 2024-25 (Previous Financial Year)**
From renewable sources		
Total electricity consumption (A)	642.5 GJ	438.6384 GJ
Total fuel consumption (B)	**Nil**	**Nil**
Energy consumption through other sources (C)	**Nil**	**Nil**
Total energy consumed from renewable resources (A+B+C)	642.5 GJ	438.6384 GJ
From non-renewable sources		
Total electricity consumption (D)	23,143.8 G J	13,915.24 GJ
Total fuel consumption (E)	40,635 GJ	42,025.61 GJ
Energy consumption through other sources (F)	**Nil**	**Nil**
Total energy consumed from non-renewable resources (D+E+F)	63,778.8 GJ	55,940.85 GJ
Total energy consumed. (A+B+C+D+E+F)	64,421.3 GJ	56,379.49 GJ
Energy intensity per rupee of turnover *(Total energy consumption/ turnover in rupees)*	0.0000022459 GJ/₹	0.0000021879 GJ/₹
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.0000456823 GJ/₹ (PPP)	0.0000447471 GJ/₹ (PPP)
Energy intensity in terms of physical output	-	-
Energy intensity *(optional)* – the relevant metric may be selected by the entity	-	-

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

No

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, the remedial action taken, if any.

Nil

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

Parameter	FY 2025-26 (Current Financial year)	FY 2024-25 (Previous Financial Year)
Water Withdrawal by Source (In Kiloliters)		
(i) Surface water	Nil	The company acknowledges that it has not captured specific data on water withdrawal, consumption, and water intensity metrics during the year. However, recognizing the significance of this data for sustainability reporting, the company is in the process of establishing a robust mechanism to track and report these metrics starting from FY26.
(ii) Groundwater		
(iii) Third party water	15,119 kilolitres (third-party / municipal supply)	
(iv) Seawater / desalinated water	Nil	
(v) Others		
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	15,119 kilolitres	
Total volume of water consumption (in kilolitres)	15,119 kilolitres	
Water intensity per rupee of turnover (Water consumed / Revenue from operations)	0.0000005271 kL/₹	
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.0000107212 kL/₹ (PPP)	
Water intensity in terms of physical output	-	
Water intensity (optional) – the relevant metric may be selected by the entity	–	

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:

Nil

4. Provide the following details related to water discharge

Parameter	FY 2025-26 (Current Financial year)	FY 2024-25 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)	The company acknowledges that it has not captured specific data on water withdrawal, consumption, and water intensity metrics during the year. However, recognizing the significance of this data for sustainability reporting, the company is in the process of establishing a robust mechanism to track and report these metrics starting from FY26.	
(i) To Surface water		
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

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

No

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

Yes. The company has Effluent Treatment Plants at all locations where effluents are generated. Further, the vehicle's oil waste is handed over to the Government-authorised agency. There is no liquid discharge that is untreated or harmful in nature.

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

Parameter	Please specify unit	FY 2025-26 (Current Financial Year)	FY 2024 -25 (Previous Financial Year)
NOx Sox Particulate Mater Persistent organic pollutants (POP) Volatile organic compounds (VOC) Hazardous air pollutants (HAP) Others – please specify	Since our company is not involved in manufacturing, air emissions such as NOx, SOx, particulate matter, and other pollutants are negligible. However, we acknowledge the importance of monitoring all potential emissions, no matter how small. As part of our commitment to environmental responsibility, we are exploring ways to quantify and report any minor air emissions from our operations, ensuring transparency and compliance with relevant environmental standards.		

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: Nil

7. Please provide the details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & their intensity

Parameter	Unit	FY 2025-26 (Current financial Year)	FY 2024-25 (Previous financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	**Metric tonnes of CO2 equivalent**	2,421.83	**Not Captured –** However, Scope 1 emissions are not significant for the company
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	**Metric tonnes of CO2 equivalent**	4,564.47	2,744.39
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		0.0000002436 tCO_2e/₹	**Not available as scope one is not accounted for**
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		0.0000049541 tCO_2e/₹ (PPP)	**Not available as scope one is not accounted for**
Total Scope 1 and Scope 2 emission intensity in terms of physical output		-	**Not available as scope one is not accounted for**
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	**Not available as scope one is not accounted for**

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:

Nil

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

Nil

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	141.04 tonnes (approx.)	76.092 tonnes
E-waste (B)	6.477 tonnes	Not captured
Bio-medical waste (C)	Not Applicable	Not Applicable
Construction and demolition waste (D)	Not Applicable	Not Applicable
Battery waste (E)	28.25 tonnes (approx.)	34.25 tonnes (approx.)
Radioactive waste (F)	NIL	NIL
Other Hazardous waste (G). Please specify if any	223.38 tonnes	190.18 tonnes*
Other Non-hazardous waste generated (H) (Break-up by composition i.e by materials relevant to the sector)	NIL	NIL
Total (A+B+C+D+E+F+G+H)	399.15 tonnes	300.52 tonnes
Waste intensity per rupee of Turnover (Total waste generated / Revenue from operations)	0.0000000139 tonnes/₹	0.0000000117 tonnes/₹
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)(Total waste generated / Revenue from operations adjusted for PPP)	0.0000002830 tonnes/₹ (PPP)	0.0000002385 tonnes/₹ (PPP)
Waste intensity in terms of physical output	NA	NA
Waste intensity (optional) – the relevant metric may be selected by the entity	NA	NA
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
i. Re-cycled	NIL	NIL
ii. Re-used	NIL	NIL
iii. Other recovery operations	NIL	NIL
Total	NIL	NIL
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
i. Incineration	NIL	NIL
ii. Landfilling	NIL	NIL
iii. Other disposal operations	NIL	NIL
Total	NIL	NIL

*Other hazardous waste (G) details were incorrectly mapped under Other Non-hazardous waste generated (H) in the 2024-25 report. Also, the quantity mentioned (538.53) was in kiloliters but incorrectly mentioned as tonnes.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) . If yes, name of the external agency: No

10. Briefly describe the details of 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 is committed to responsible waste management practices, ensuring that all hazardous and non-hazardous wastes are properly disposed of in accordance with environmental regulations. We prioritize reducing the use of hazardous and toxic chemicals in our processes and have implemented effective practices to manage such wastes. Our strategy includes minimizing waste generation, promoting recycling, and adopting safe disposal methods to protect the environment and support sustainability in our operations.

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

Sl. 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.
A few of the company's showrooms are located 3–10 km **outside** ecologically sensitive areas. These outlets operate from leased premises that have been constructed in compliance with local building and environmental regulations. Their operations do not cause any adverse impact on the surrounding ecology.			

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 project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web Link
NIL					

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:

SL No	Specify the Law / Regulation / Guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
1	Environmental protection and waste management regulations	Effluent Treatment Plant (ETP) was not in operation and waste was improperly handled and dumped within the service centre premises.	Health District Enforcement Squad, Kannur imposed a penalty of Rs.10,000/-.	ETP was restored to operation, waste handling practices were strengthened, and periodic monitoring procedures were ensured.
2	Legal Metrology Act and Rules	Legal Metrology seal was not affixed on measuring and weighing instruments.	Legal Metrology Department, Muvattupuzha imposed a penalty of Rs. 39,485/-.	Required instruments were verified, calibrated, and sealed in compliance with Legal Metrology requirements.
3	Solid Waste Management Rules / Local Panchayat regulations	Plastic waste was burned within the Kallambalam Service Centre premises.	Manamboor Grama Panchayat imposed a penalty of Rs. 5,000/-.	Plastic waste burning was discontinued and waste was disposed of through authorized agencies.
4	Electricity Act / KSEB Supply Code	Unauthorized connected load of 4,392 watts and misuse of electricity tariff.	Kerala State Electricity Board (KSEB), Anchal levied an additional charge of Rs. 1,34,974/-.	Connected load was regularized and tariff compliance ensured with KSEB guidelines.

SL No	Specify the Law / Regulation / Guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
5	Environmental and wastewater discharge regulations	Improper discharge of wastewater.	Iritty Municipality imposed a penalty of Rs. 5,000/-.	Wastewater management practices were improved and disposal was aligned with regulatory requirements.
6	Solid Waste Management Rules	Improper waste disposal at the PDI Yard, Kannur.	Kadannappally Panappuzha Grama Panchayat imposed a penalty of Rs. 10,000/-.	Waste disposal was shifted to authorized waste management agencies and monitoring was enhanced.
7	Environmental regulations relating to waste disposal	Waste was disposed of through an unauthorized vendor.	Karimannoor Grama Panchayat imposed a penalty of Rs.30,000/-.	Unauthorized vendor engagement was discontinued and only approved vendors were engaged for waste disposal.
8	Environmental regulations relating to ETP maintenance	Damage to the Effluent Treatment Plant (ETP) tank.	Kalady Grama Panchayat imposed a penalty of Rs.2,500/-.	Damaged ETP tank was repaired and preventive maintenance procedures were implemented.

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 – 4.

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

Sl. No.	Name of the trade industry chambers/associations	The reach of trade and industry chambers/ associations (State/National)
1	Federation of Automobile Dealers Associations	National
2	Confederation of Indian Industry	National
3	Cochin Chamber of Commerce & Industry	State
4	Kerala Automobile Dealers Association	State
5	Not Applicable	Not Applicable
6	Not Applicable	Not Applicable
7	Not Applicable	Not Applicable
8	Not Applicable	Not Applicable
9	Not Applicable	Not Applicable
10	Not Applicable	Not Applicable

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

Name of authority	Brief of the case	Corrective actions taken
	Nil	

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 the project	SIA notification No.	Date of notification	Whether conducted by an Independent external agency (Yes/No)	Results communicated in public domain (Yes/ No)	Relevant weblink
Not applicable					

2. Information on project (s) for which ongoing rehabilitation and resettlement (R&R) is being undertaken by the entity, in the following format -

Sl. No.	Name of project for which R&R is ongoing	State	District	No. of project-affected families	% of PAFs covered by R&R	Amount paid to PAFs in FY(In INR)
Not Applicable						

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

   Community members can approach our staff or senior managers at any of our locations to raise and resolve grievances. Additionally, they can contact us through email or phone for any concerns or issues. These mechanisms ensure that we remain accessible and responsive to the needs of the community, fostering open communication and effective grievance redressal.

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

Particulars	FY 2025-26 (Current Financial year)	FY 2024-25 (Previous Financial Year)
Directly sourced from MSMEs/small producers	6.8%	8.4%
Directly from within India	100%	100%

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 25-26	FY 24-25
	(Current Financial Year)	(Previous Financial Year)
Rural	16.87%	21.19%
Semi-Urban	32.45%	36.70%
Urban	50.68%	42.11%

Principle 9. Businesses should engage with and provide value to their consumers in a responsible manner.

Essential Indicators

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

	FY 25-26	FY 24-25	Response
Website - www.popularvehicles.in	**-**	**-**	**91% resolved within TAT of 48 HRS**
Inbound Toll Free - 1800 123 8090	**816**	**1860**	
OutBound - Post Booking Follow-up, Post Sales Follow-up, Post Service Follow-up	**61490**	**72331**	
Social Media - Facebook, Instagram	**12**	**42**	
Nodal - **9846298607, Nodal@popularv.com**	**0**	**5**	
Branch Walkins		**-**	

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

Particulars	As a % of total turnover
Environmental and social parameters relevant to the product	0
Safe and responsible usage	0
Recycling and/or safe disposal	0

3 Number of consumer complaints in respect of the following

Particulars	FY 2025-26 (Current Financial Year)		Remarks	FY 2024-25 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data Privacy	Nil	Nil	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil
Cyber-security	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential services	**62318**	Nil	Nil	**74238**	Nil	Nil
Restrictive Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Other	Nil	Nil	Nil	Nil	Nil	Nil

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

Particulars	Number	Reasons for recall
Voluntary recalls	NIL	NIL
Forced recalls	NIL	NIL

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

Yes, the policies are available on the website and updated the link below;

https://popularvehicles.in/investors/corporate-governance?type=investors

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.

Nil

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches –

One

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

NIL

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

The Popular Maruti and Popular Nexa websites appear to have been compromised by a malware attack, resulting in visitors being redirected to external sites displaying inappropriate content. Several pages returned 404 errors, and Google's index showed fake URLs. As an immediate containment measure, the websites were taken offline to prevent further damage.

As per the vendor's root cause analysis, the Popular Nexa website is nearly ten years old and was built using an outdated WordPress theme, making it highly vulnerable to spam injections and security breaches. The malware infection impacted the entire server hosting the websites.

To prevent recurrence, the vendor migrated all websites to a more secure, high-performance server to enhance protection. Additionally, the Popular Nexa website was moved to a dedicated separate server. Access to popularmaruti.com and other associated websites was reinstated on 18-11-2025, and access to popularnexa.com was restored on 26-11-2025.