MSIL: COS: NSE&BSE: 2026/08_07

8th August 2026

Vice President
National Stock Exchange of India Limited
"Exchange Plaza", Bandra – Kurla Complex
Bandra (E),
Mumbai – 400 051

General Manager
Department of Corporate Services
BSE Limited
Phiroze Jeejeebhoy Towers
Dalal Street, Mumbai – 400 001

Sub: Business Responsibility and Sustainability Report (BRSR) for the financial year 2025-26

Dear Sir(s),

Pursuant to Regulation 34 of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report (BRSR) of the Company for the financial year 2025 – 26, which also forms an integral part of the Annual Report.

Kindly take the same on record.

Thanking You,

Yours truly,

For **Maruti Suzuki India Limited**

SANJEEV GROVER
Digitally signed by SANJEEV GROVER
Date: 2026.08.08 21:11:33 +05'30'

Sanjeev Grover
Executive Officer & Company Secretary

Encl: As above

MARUTI SUZUKI INDIA LIMITED

Registered and Head Office :
Maruti Suzuki India Limited,
1, Nelson Mandela Road, Vasant Kunj,
New Delhi - 110070, India
Tel: 011-46781000
Email id : contact@maruti.co.in, www.marutisuzuki.com
CIN : L34103DL1981PLC011375

Business Responsibility & Sustainability Reporting

SECTION A: GENERAL DISCLOSURES

I. Details of the Listed Entity

Sr. No.	Particulars	Details
1.	Corporate Identity Number (CIN) of the Listed Entity	L34103DL1981PLC011375
2.	Name of the Listed Entity	Maruti Suzuki India Limited (hereinafter referred to as 'MSIL' or 'The company')
3.	Year of incorporation	1981
4.	Registered office address	1, Nelson Mandela Road, Vasant Kunj, New Delhi-110070
5.	Corporate address	1, Nelson Mandela Road, Vasant Kunj, New Delhi-110070
6.	Email	investor@maruti.co.in
7.	Telephone	011-46781000
8.	Website	https://www.marutisuzuki.com/
9.	Financial year for which reporting is being done reported	01/04/2025 to 31/03/2026
10.	Name of the Stock Exchange(s) where shares are listed	1) Bombay Stock Exchange Ltd. (BSE) 2) National Stock Exchange of India Ltd. (NSE)
11.	Paid-up capital	₹ 1,572 million
12.	Name and contact details (telephone, e-mail address) of the person who may be contacted in case of any queries on the BRSR report	Name- Mr. Nikhil Vyas (Vice President – Corporate Affairs: Strategic Research, Investor Relations, & ESG) Contact- 011-46781129 Email – Nikhil.vyas@maruti.co.in
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone. Pursuant to the amalgamation of Suzuki Motor Gujarat Private Limited (SMG) with Maruti Suzuki India Limited (MSIL), effective 1 December 2025, with an appointed date of 1 April 2025, the corresponding figures for the previous reporting period (FY 2024-25) have been restated across all applicable parameters for comparability.
14.	Name of assurance provider	Bureau Veritas (India) Private Limited
15.	Type of assurance obtained	Reasonable Assurance on BRSR Core KPIs and Limited Assurance on other BRSR Indicators

II. Products/services

16. Details of Business Activities (accounting for 90% of the turnover):

Sr. No.	Description of Main Activity	Description of Business Activity	Percentage of Turnover of the entity
1.	Manufacture of motor vehicles	The Company is engaged in the business of manufacturing and sale of passenger and commercial vehicles. The Company's vehicles are offered through three channels: Nexa, Arena and Commercial.	79.98%
2.	Sale of motor vehicle parts and accessories	The Company also sells aftermarket parts and accessories under the brand name of 'Maruti Suzuki Genuine Parts' and 'Maruti Suzuki Genuine Accessories'.	15.17%

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

Sr. No.	Product/Service	NIC Code	Percentage of total Turnover contributed
1.	Manufacture of motor vehicles	2910	79.98%
2.	Sale of motor vehicle parts and accessories	4530	15.17%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	5*	60	65
International	-	-	-

*Includes R&D centre at Rohtak

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	36 (28 states & 8 Union territories)
International (No. of Countries)	120

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

19.38%

c. A brief on types of customers

MSIL, India's largest passenger vehicle manufacturer serves a diverse customer base spanning individual consumers, government and corporate employees, fleet and taxi operators.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and Workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
		Employees				
1.	Permanent (D)	19,290	17,958	93.09%	1,332	6.91%
2.	Other than Permanent (E)	1,910	1,783	93.35%	127	6.65%
3.	**Total employees (D + E)**	**21,200**	**19,741**	**93.12%**	**1,459**	**6.88%**
		Workers				
4.	Permanent (F)	6,541	6,534	99.89%	7	0.11%
5.	Other than Permanent(G)	42,787	42,636	99.65%	151	0.35%
6.	**Total workers (F + G)**	**49,328**	**49,170**	**99.68%**	**158**	**0.32%**

b. Differently abled Employees and Workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
		Differently abled Employees				
1.	Permanent (D)	12	11	91.67%	1	8.33%
2.	Other than Permanent (E)	5	4	80%	1	20%
3.	**Total differently abled employees (D + E)**	**17**	**15**	**88.24%**	**2**	**11.76%**
		Differently abled Workers				
4.	Permanent (F)	8	8	100.00%	0	0%
5.	Other than Permanent (G)	5	5	100.00%	0	0%
6.	**Total differently abled workers (F + G)**	**13**	**13**	**100.00%**	**0**	**0%**

21. Participation/ Inclusion/ Representation of Women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors*	12	3	25%
Key Management Personnel**	3	0	0%

*BoD composition as on 31st March 2026.

**Mr. Hisashi Takeuchi, MD and CEO, is a part of both the Board of Directors and the Key Management Personnel.

22. Turnover rate for permanent employees and workers:

	FY 2025-26			FY 2024-25			FY 2023-24*		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	4.80%	4.82%	4.80%	4.42%	6.08%	4.52%	4.39%	6.53%	4.51%
Permanent Workers	4.39%	0%	4.38%	7.21%	23.53%	7.23%	0.48%	19.05%	0.51%

The employee and worker turnover rate also includes separations on account of superannuation during the reporting period.

*The FY 2023–24 turnover rate was reported based on the standalone reporting boundary applicable during that period and therefore excludes the Hansalpur manufacturing facility.

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

23. Names of Holding/ Subsidiary/ Associate Companies/ Joint Ventures:

Sr. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% Of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)*
1.	True Value Solutions Limited	Subsidiary	100%	No
2.	J.J Impex (Delhi) Limited	Subsidiary	100%	No
3.	Plastic Omnium Auto Energy Manufacturing India Private Limited	Joint Venture	26%	No
4.	Marelli Powertrain India Private Limited	Joint Venture	19%	No
5.	Maruti Suzuki Toyotsu India Private Limited	Joint Venture	50%	No
6.	Bharat Seats Limited	Associates	14.81%	No
7.	Jay Bharat Maruti Limited	Associates	29.28%	No
8.	Machino Plastics Limited	Associates	15.35%	No
9.	Caparo Maruti Limited	Associates	25%	No
10.	Hanon Climate Systems India Private Limited	Associates	39%	No
11.	Krishna Maruti Limited	Associates	15.79%	No
12.	SKH Metals Limited	Associates	37.03%	No
13.	Nippon Thermostat (India) Limited	Associates	10%	No
14.	Mark Exhaust Systems Limited	Associates	44.37%	No
15.	Bellsonica Auto Component India Private Limited	Associates	30%	No
16.	FMI Automotive Components Private Limited	Associates	49%	No
17.	Manesar Steel Processing India Private Limited	Associates	11.83%	No
18.	Maruti Suzuki Insurance Broking Private Limited	Associates	46.26%	No
19.	Bahucharaji Rail Corporation Limited	Associates	27.17%	No

*For the current financial year, the Company has reported on a standalone basis. Accordingly, subsidiaries are not included within the scope of this BRSR report. However, they actively participate in the Business Responsibility initiatives undertaken by the standalone entity.

VI. CSR Details

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

(ii) Turnover (in ₹): 1,832,661 Million

(iii) Net worth (in ₹): 1,051,098 Million

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			FY 2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaint filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes (Regular interactions with the communities through field visits, group meetings/ events etc.)	1	0	-	5	0	-

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			FY 2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaint filed during the year	Number of complaints pending resolution at close of the year	Remarks
Investors (Other than shareholders)	NA (The Company does not have investors other than shareholders)	NA	NA	NA	NA	NA	NA
Shareholders	Yes, the Company has dedicated email handles where the shareholders can register their grievances. https://www.marutisuzuki.com/corporate/investors	18	0	-	7	0	-
Employees and workers	Yes (Internal online platform to raise complaints, share grievances and feedback) https://www.marutisuzuki.com/Whistle_Blower_Policy_New.pdf Yes Employees can raise grievances to the Complaint Committee, Internal Committee, Whistle Blower ombudsperson, and HR employee grievance redressal channels etc. https://www.marutisuzuki.com/Whistle_Blower_Policy_New.pdf	38	1	-	96	0	
Customers	Yes https://www.marutisuzuki.com/corporate/reach-us	19,321	50	As on date of this report, 8 complaints are pending and work is in progress to address these complaints	21,822	750	All the pending complaints of FY24-25 have been closed in FY 25-26
Value Chain Partners. The Company receives feedback on various aspects from its value chain partners through periodic conferences and other events	The Company receives feedback on various aspects from its value chain partners through periodic conferences and other events	Nil	Nil	NA	Nil	Nil	NA
Others (Includes Anonymous)	Yes, https://www.marutisuzuki.com/Whistle_Blower_Policy_New.pdf	17	4		28	5	All cases have been appropriately addressed as per Company Policy in FY 2025-26.

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

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

Please refer to Material topics under Value Creation Approach section of the Annual Integrated Report FY 2025-26 on page 112

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.

P1 - Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent and accountable

P2 - Businesses should provide goods and services in a manner that is sustainable and safe

P3 - Businesses should respect and promote the well-being of all employees, including those in their value chains

P4 - Businesses should respect the interests of and be responsive to all its stakeholders

P5 - Businesses should respect and promote human rights

P6 - Businesses should respect and make efforts to restore and protect the environment

P7 - Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

P8 - Businesses should promote inclusive growth and equitable development

P9 - Businesses should engage with and provide value to their consumers in a responsible manner

Disclosure Question	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	No	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	The policies have been approved by the Board and/or the MD & CEO of the Company.								
c. Web Link of the Policies, if available	P1: https://www.marutisuzuki.com/Code_of_Conduct https://www.marutisuzuki.com/Nomination_and_Remuneration_Policy https://www.marutisuzuki.com/Materiality_Policy https://www.marutisuzuki.com/Policy_on_Related_Party_Transactions https://www.marutisuzuki.com/Corporate_Gifting_Policy https:///www.marutisuzuki.com/Supplier_Code_of_Conduct P2: https:///www.marutisuzuki.com/MSIL_Green_Procurement_Guidelines.pdf P3: https://www.marutisuzuki.com/Equal_Opportunity_Policy_for_Person_with_Disabilities P4: https://www.marutisuzuki.com/MSIL_CSR_Policy.pdf P5: https://www.marutisuzuki.com/OHS_Policy.pdf https://www.marutisuzuki.com/MSIL_Code_of_Conduct.pdf P6: https://www.marutisuzuki.com/Environmental_Energy_Policy.pdf P8: https://www.marutisuzuki.com/MSIL_CSR_Policy.pdf P9: https://www.marutisuzuki.com/arena/privacy-policy								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	NA	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	NA	Yes	Yes
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 policies conform to standards such as ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, ISO 27001:2022, UNGC Guidelines, ILO Principles, GRI standards and National Guideline for Responsible Business Conduct among others.								

<table>
<tr><th>Disclosure Question</th><th>P1</th><th>P2</th><th>P3</th><th>P4</th><th>P5</th><th>P6</th><th>P7</th><th>P8</th><th>P9</th></tr>
<tr><td>5. Specific commitments, goals and targets set by the entity with defined timelines, if any</td><td colspan="9">MSIL is committed to support India’s ambition of Net Zero by 2070. To achieve this goal, the company has taken short, medium and long-term targets across various functions which are mentioned below:

A. Design for recycling:
1. Ensure a minimum of 85% recyclability and 95% recoverability of materials used in vehicles manufactured by the company.

B. Target for reducing carbon footprint in products:
2. Achieve the following powertrain mix for Passenger Vehicle sales in India by FY 2030–31 (percentage indicates share of each category in total passenger vehicle sales):
• BEVs – 15%;
• Hybrid Vehicles – 25%;
• CNG/CBG Vehicles – 35%; and
• Flex Fuel/Fuel-Efficient ICE Vehicles – 25%

C. Target for reducing carbon footprint in manufacturing processes:
3. Increase solar power generation capacity to 319 MWp by FY 2030–31, thereby increasing the share of renewable electricity in total consumption from 22.8% in FY 2025-26 to approx. 85% by FY 2030-31.
4. The Company is promoting the use of Compressed Biogas (CBG) as a process fuel in its manufacturing operations. To further enhance the adoption of renewable fuels, it plans to commission an in-house CBG plant with a capacity of 10 TPD at the Kharkhoda facility by 2027.

D. Target for reducing carbon footprint in logistics operations:
5. Increase the share of vehicle dispatches via rail to 35% by FY 2030-31, leveraging in-plant railway sidings at Gujarat and Haryana facilities.

E. Other Targets
6. Improve gender diversity and achieve 11% representation of women in total employees by FY2030-31.
7. Promote circular economy
a. Minimising waste generation and maximising waste recycling
b. Optimising water recycling efficiency and ensuring zero liquid discharge
c. Continuously optimise and reduce the use of packaging material and eliminate the use of ‘Single Use Plastics’.
8. Strive to exceed customer expectations by delivering products that embody world-class quality, outstanding safety standards, and an exceptional ownership experience.
9. Aim to achieve ‘Zero Incidents’ amongst employees across all operations.</td></tr>
<tr><td>6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.</td><td colspan="9">The Company continuously monitors its progress against established commitments, goals, and targets. In cases where performance falls short, it undertakes root-cause analysis and implements corrective actions to realign outcomes. Performance against each of the targets mentioned above under point 5 has been detailed here:

A. Performance against design for recycling:
1. Achieved an average recyclability of 92% and recoverability of 99% in the products manufactured by the Company, exceeding the target of a minimum 85% recyclability and 95% recoverability for materials used in vehicles.

B. Performance against the target for reducing carbon footprint in products:
2. The Company’s average fleet CO_2 emissions remained significantly below the industry average and consistently outperformed the prescribed Corporate Average Fuel Economy (CAFE) targets during both Phase I (FY2017-18 to FY2021-22) and Phase II (from FY2022-23 onwards). In FY2025-26, against a CAFE target of 110.93 g CO_2/km for its fleet, the Company achieved average fleet emissions of 99.56 g CO_2/km.</td></tr>
</table>

Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9

C. Performance against the target for reducing carbon footprint in manufacturing processes:

3. The Company is increasing the use of renewable electricity across its manufacturing facilities through a combination of in-house solar power generation and external green power procurement. In FY2025-26, renewable sources accounted for nearly 22.8% of the electricity consumed at its manufacturing facilities. The Company's installed solar capacity stood at 79.1 MWp, complemented by a Hybrid Renewable Energy PPA of over 42 MW at the Hansalpur facility. Additionally, the Kharkhoda plant transitioned to 100% renewable electricity as its primary power source in March 2026.
4. The Company currently operates a Compressed Biogas (CBG) plant at its Manesar facility with an output of 0.7 TPD. To further scale CBG use in manufacturing processes, a 10 TPD CBG plant is under construction and scheduled to be commissioned by 2027 at its Kharkhoda facility.

D. Performance against the target for reducing carbon footprint in logistics operations:

5. During FY 2025-26, railway dispatches increased to 613,897 vehicles, taking the rail share in total dispatches to 26.5%, up from 24.4% in FY 2024-25.

E. Performance against other targets:

6. Women representation in total regular employees improved to about 5.2% of regular employees in FY2025-26. The Company is taking measures to improve gender diversity in production shopfloor as well.
7. **Promoting Circular Economy**
   a. 100% of non-hazardous waste was recycled, and nearly 100% of hazardous waste was either recycled or co-processed, ensuring zero waste to landfill.
   b. Nearly two-thirds of the Company's total water requirement is met through recycled water. There is zero use of groundwater for manufacturing operations, and the Company continues to maintain zero liquid discharge across its facilities.
   c. To reduce plastic packaging consumption, it has adopted the 'Eliminate-Alternate-Reduce' (EAR) strategy, with over 20% of packaging material for Knocked Down (KD) kits and components being reused. In FY 2025-26, the Company enabled the recycling of more than 2,819 MT of plastic packaging.
8. VICTORIS and e VITARA have achieved 5-star safety rating under the Bharat New Car Assessment Program (BNCAP).
9. Safety incidents declined in FY2025–26 compared to the previous year. The Company remains committed to continuously strengthening its safety practices as it progresses towards its aim of zero incidents.

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 Message from the Managing Director and CEO section of the Annual Integrated Report FY 2025-26 on page 48.

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

   Mr. Hisashi Takeuchi, Managing Director and CEO (DIN: 07806180)

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

The Company has constituted a Board-level Sustainability Committee responsible for oversight of the Company's sustainability related matters.

In addition, other Board Committees play a supportive role within their defined areas: the Audit Committee reviews the functioning of the whistle-blower mechanism and fraud prevention measures; the CSR Committee ensures effective implementation of community development projects; and the Risk Management Committee oversees the formulation and implementation of the Risk Management Policy, which includes ESG-related risks. The Company also has an Executive Director overseeing the Sustainability function, Mr. Kenichiro Toyofuku (DIN: 08619076).

Composition of Sustainability Committee

Name	Category	Designation
Mr. R. C. Bhargava	Non-Executive Director	Chairman
Mr. Hisashi Takeuchi	Executive Director	Member
Mr. Kenichiro Toyofuku	Executive Director	Member
Mr. Maheswar Sahu	Independent Director	Member
Ms. Lira Goswami	Independent Director	Member
Ms. Anjali Bansal	Independent Director	Member
Ms. Ireena Vittal	Independent Director	Member

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, the Company's overall performance, including sustainability areas, is communicated to the Directors/ Management periodically through monthly Business Review Meetings.																	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes, the Company complies with the applicable statutory requirements.																	

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency:

P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes, the Company periodically onboards independent third-party agencies to assure, assess or verify the effectiveness of its policies and procedures. Financial statements of the company have been assured by Price Waterhouse Chartered Accountants LLP whereas some of the key non-financial disclosures have been independently verified by Bureau Veritas (India) Private Limited. The Company further periodically engages agencies to verify the working of its Quality Management System, Environment Management System, Occupational Health & Safety Management System, Information Security Management System etc.								

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

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

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 programs on any of the principles during the financial year:**

Segment	Total number of training and awareness programs held	Topics/principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness programs
Board of Directors	15	1) ESG and sustainability priorities 2) Code of Business Conduct and Ethics (COBCE) 3) Cyber Security	100%
Key Managerial Personnel	15	1) ESG and sustainability priorities 2) Code of Business Conduct and Ethics (COBCE) 3) POSH	100%
Employees other than BOD and KMPs*	5,110	1) Technical and functional skills 2) Occupational health and safety 3) Behavioural development 4) Induction Training 5) POSH 6) Code of Business Conduct and Ethics (COBCE) 7) Digital learning through LXP 8) Higher Education and professional development programme	97.79%
Workers*	2,125		93.90%

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	-	Nil			
Settlement	-	Nil			
Compounding Fee	-	Nil			

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

There are no fines/ penalties/ punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the Company or by directors/KMPs) with regulators/ law enforcement agencies/ judicial institutions in the financial year which are material as specified in Regulation 30(4)((i)(c) of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 ("LODR"). Please refer to Company's filings with regard to the disclosures made to the Stock Exchanges under Regulation 30 of LODR.

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

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

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

Yes. The Company has established a comprehensive Code of Business Conduct and Ethics (COBCE) that underscores its commitment to preventing bribery and corruption. This governance mechanism is further supported by the Corporate Gifting Policy and the Code of Business Conduct for Senior Management. In addition, the Supplier Code of Conduct extends the Company's anti-bribery and anti-corruption expectations to its Tier 1 suppliers. The Company's approach is further strengthened through periodic awareness and training programmes, complemented by a reporting channel that is accessible to both employees and Tier 1 supplier partners.

https://www.marutisuzuki.com/MSIL_Code_of_Conduct.pdf

https://www.marutisuzuki.com/Corporate-Gifting-Policy.pdf

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

	FY 2025-26	FY 2024-25
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	**0**	**0**

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

	FY 2025-26		FY 2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

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:**

Not applicable as there were no instances of fines/penalties/action taken by regulators/law enforcement agencies/judicial institutions on cases of corruption and conflict of interest during the financial year.

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

	FY 2025-26	FY 2024-25
Number of days of accounts payables	52.16	56.81

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	FY 2024-25
Concentration of purchases	a. Purchases from trading houses as % of total purchases	1.94%	2.18%
	b. Number of trading houses where purchases are made from	19	20#
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	99.50%	99.61%
Concentration of sales*	a. Sales to dealers/ distributors as % of total sales	69.95%	75.46%
	b. No. of dealers/ distributors to whom sales are made**	488	486
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors	18.73%	18.51%
Share of RPTs in	a. Purchases (Purchases with related parties/Total purchases)	18.96%	16.94%
	b. Sales (Sales to related parties/Total sales)	16.35%	12.19%
	c. Loans and advances (Loans and advances given to related parties/Total loans and advances)	0%	0%
	d. Investments (Investments in related parties/Total investments made)	0.64%	0.74%

*Sales to Suzuki Motors Corporation (SMC), fellow subsidiaries of Suzuki Motor Corporation, and Toyota Kirloskar Motors (TKM) are not considered as a part of the sales to dealers & distributors. # Revised

**Number of Indian dealers/distributors having a unique PAN have been considered.

Leadership Indicators

1. Awareness programs conducted for value chain partners on any of the Principles during the financial year:

Total number of awareness programs held	Topics/principles covered under the training	Percentage of value chain partners covered (by value of business done with such partners) under the awareness programs
2,556	• Environment Sustainability including Carbon Neutrality • Green Procurement Guidelines • Human Rights • POSH • Occupational Health and Safety Human Safety awareness, Fire Safety and Prevention, • Conflict Minerals • Cyber Security • Energy use optimisation • Behavioural skills and Human Resource Management • Quality Improvement, Process Optimisation, Value Analysis and Value Engineering, • Sustainable Products and Technologies	100%*

*Training and awareness programs were conducted for relevant personnels across all Tier-1 suppliers and dealers during the financial year.

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

Yes. The Company has established clear processes to avoid and manage conflicts of interest involving Board members. As outlined in the Code of Conduct for Business Ethics, Board members and senior management are required to disclose any personal or financial interests, seek prior approval from the Audit Committee for related-party transactions to ensure that any potential conflicts are promptly identified and appropriately addressed.

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:

	FY 2025-26	FY 2024-25	Details of improvement in environmental and social impacts
R&D	65.88%	62.82%	1. Development of EV powertrain and flex fuel vehicles 2. Proliferation of strong hybrid EV technology 3. Development of underbody S-CNG technology 4. Rigorous testing and validation for continuously improving product safety and quality 5. Democratising active and passive safety technologies (6 airbags, ESC, ABS + EBD, Seat belt reminder etc.) 6. BNCAP safety rating
Capex	54.66%	30.20%	1. Construction of dedicated EV manufacturing facility at Hansalpur 2. Investments in new powertrains 3. In-plant railway sidings at Manesar 4. Expansion of installed Renewable Energy capacity and storage 5. Digital initiatives for process optimisation & energy efficiency improvement 6. Infrastructure for increasing the use of renewable electricity 7. Optimising product safety and quality 8. Business continuity 9. Infrastructure for rainwater harvesting

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

Yes

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

Yes. The Company has established a comprehensive sustainable sourcing and supplier governance framework through its Basic Purchase Agreements, Green Procurement Guidelines and Supplier Code of Conduct. 100% of the Company's Tier-1 suppliers operate in line with these guidelines, ensuring that sourcing practices are aligned with the Company's broader sustainability objectives.

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

As part of its commitment to responsible end-of-life vehicle (ELV) management and circular economy, Maruti Suzuki India Limited (MSIL), in collaboration with Toyota Tsusho Group, has established a joint venture—Maruti Suzuki Toyotsu India Private Limited (MSTI). This facility, located in Noida, Uttar Pradesh, is a state-of-the-art ELV dismantling and recycling unit focused on safe, sustainable, and environmentally sound processing of vehicles at the end of their life. The initiative ensures structured dismantling, material recovery, and safe disposal in line with regulatory standards and global best practices.

(a) Plastics (including packaging):

Plastic components recovered during ELV dismantling are segregated and sent to Pollution Control Board-authorised recyclers for further processing. These plastics are typically converted into granules for reuse in non-critical applications. Additionally, MSIL complies with the Plastic Waste Management Rules, 2016, and Extended Producer Responsibility (EPR) for packaging plastics. Plastic packaging waste generated from spare parts and service operations is handled by authorised waste partners.

(b) E-waste:
Electronic components such as sensors and control modules extracted from ELVs are treated as per the E-Waste (Management) Rules, 2022. These are collected and transferred to certified e-waste recyclers for safe processing and, where applicable, material recovery. All handling is carried out in a compliant and environmentally secure manner.

(c) Hazardous waste:
Hazardous materials, including used oil, coolants, automotive fluids, and refrigerants, are carefully drained and stored following prescribed safety protocols before dismantling. These are then handed over to authorised recyclers/ handlers in compliance with the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016. MSIL prioritises minimising environmental risks by adhering strictly to national guidelines and industry best practices.

(d) Other waste:
Ferrous and non-ferrous metals recovered from ELVs are directed to registered recyclers for material recovery. All dismantling and material recovery operations are conducted at MSTI's dedicated facility to ensure safety, compliance, and maximum resource efficiency.

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

Yes, EPR is applicable. The Company's waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards.

Leadership Indicators

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

NIC Code	Name of Product/ Service	% of total turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No) If yes, provide the web link
No, but the Company is currently in the process of conducting Life Cycle Assessments (LCA) for its products.					

2. **If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products/services, as identified in the Life Cycle Perspective/Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same:**

Name of Product/Service	Description of the risk/concern	Action Taken
NA		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26	FY 2024-25
Steel	12.12%	12.03%
Aluminium	67.21%	68.13%

For steel, the percentage of recycled or reused input material was determined based on supplier declarations. This includes steel mill scrap and post-industrial recycled (PIR) scrap.

For aluminium, the percentage of recycled or reused input material was determined based on internal estimates and standard convention.

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

	FY 2025-26			FY 2024-25		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	846.09	-		1,865	
E-waste	-	0.00137	-			

The data given in the table above is a part of Company's EPR requirement. Besides, the Company has established a Joint venture, Maruti Suzuki Toyotsu India Private Limited (MSTI), for managing End-of-Life Vehicles. Through this facility, the Company could enable reclaiming 3,766.20 MT of steel in FY 2025–26 as compared to 3,063.25 MT in FY 2024-25; 301.30 MT of aluminium in FY 2025–26 as compared to 248.76 MT in FY 2024–25; and 44.59 MT of E-waste in FY 2025-26 as compared to 36.73 MT in FY 2024–25, among others.

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

Sr. No.	Indicate Product Category	Reclaimed products and their packaging materials as % of total products sold in respective category*
1.	Plastic Packaging	-

*The reclaimed packing materials as part Extended Producer Responsibility (EPR) obligations for plastic packaging waste is 846.09 MT in FY 2025-26.

PRINCIPLE 3

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

Essential Indicators

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

Category	Percentage 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	17,958	17,958	100%	17,958	100%	NA	NA	17,958	100%	0	0%
Female	1,332	1,332	100%	1,332	100%	1,332	100%	NA	NA	1,332	100%
Total	**19,290**	**19,290**	**100%**	**19,290**	**100%**	**1,332**	**6.91%**	**17,958**	**93.09%**	**1,332**	**6.91%**
Other than Permanent employees											
Male	1,783	1,783	100%	1,783	100%	NA	NA	0	0%	0	0%
Female	127	127	100%	127	100%	127	100%	NA	NA	0	0%
Total	**1,910**	**1,910**	**100%**	**1,910**	**100%**	**127**	**6.65%**	**0**	**0%**	**0**	**0%**

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

Category	Percentage 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 workers											
Male	6,534	6,534	100%	6,534	100%	NA	NA	6,534	100%	0	0%
Female	7	7	100%	7	100%	7	100%	NA	NA	7	100%
Total	**6,541**	**6,541**	**100%**	**6,541**	**100%**	**7**	**0.11%**	**6,534**	**99.89%**	**7**	**0.11%**

Category	Total (A)	Health Insurance Number (B)	Health Insurance % (B/A)	Accident Insurance Number (C)	Accident Insurance % (C/A)	Maternity Benefits Number (D)	Maternity Benefits % (D/A)	Paternity Benefits Number (E)	Paternity Benefits % (E/A)	Day-care Facilities Number (F)	Day-care Facilities % (F/A)
	Percentage of employees covered by										
	Other than Permanent workers										
Male	42,636	42,615	99.95%	42,636	100%	NA	NA	0	0%	0	0%
Female	151	142	94.04%	151	100%	151	100%	NA	NA	0	0%
Total	**42,787**	**42,757**	**99.93%**	**42,787**	**100%**	**151**	**0.35%**	**0**	**0%**	**0**	**0%**

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
Cost incurred on well-being measures as a % of total revenue of the company	0.40%	0.41%

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

	FY 2025-26			FY 2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of Workers covered as a percentage of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	100%	100%	N.A*	100%	100%	NA*
Others – please specify	Superannuation Fund (Voluntary) – 98.87% National Pension Scheme (Voluntary) - 23.47%	Superannuation fund – 97.30% (Voluntary) National Pension Scheme (Voluntary) - 44.87%	Y	Superannuation fund - 99.55% (Voluntary) National Pension Scheme (Voluntary) - 22.96%	Superannuation fund - 98.08% (Voluntary) National Pension Scheme (Voluntary) - 42.92%	Y

*While the Company is registered under the Employees' State Insurance (ESI) scheme, none of its employees or workers were eligible for coverage during FY 2025–26, as their monthly gross wages exceeded the prescribed eligibility threshold.

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:

Yes, the Company is constantly taking initiatives to enhance accessibility in both existing and new infrastructures to support differently-abled employees and workers. New plants and renovated buildings have lifts and/or ramps for ease of movement of differently abled employees. Few trainings initiatives and awareness sessions have been conducted like sign language classes, sensitisation sessions on topics like stereotyping, managing micro aggression, ally ship to foster inclusivity and adaptability.

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

Yes, the Company has in place a standalone Equal Opportunity Policy for Persons with Disabilities.

https://www.marutisuzuki.com/Equal_Opportunity_Policy_for_Person_with_Disabilities.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%	98.69%	100%	100%
Female	100%	92.00%	NA	NA
Total	**100%**	**98.46%**	**100%**	**100%**

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

Category	Yes/No (If Yes, then give details of the mechanism in brief)	
Permanent Workers	Yes	• **Whistle-Blower Mechanism:** A formal Whistle-Blower Policy enables employees to report suspected malpractices, unethical conduct, fraud, misconduct or violations of the Code of Business Conduct and Ethics through designated confidential channels. Reported concerns are reviewed by the appropriate authority, investigated where required and addressed through suitable corrective or disciplinary action. The mechanism also provides for protection of the complainant's identity and safeguards against retaliation for bona fide reporting. • **POSH Internal Committee:** Internal Committees constituted under the applicable law receive and address complaints of sexual harassment at the workplace. The Committee follows a structured process for receiving complaints, conducting inquiries, maintaining confidentiality, providing the concerned parties an opportunity to present their case and recommending appropriate action within prescribed timelines. • **Workers' Representatives Meetings:** Regular meetings are held between workers' representatives and senior management, including the Managing Director, Executive Officers and Plant Heads. These meetings provide a direct platform for employees and workers to raise workplace concerns, discuss operational and welfare-related matters, seek clarification and track the resolution of grievances requiring management attention. • **Structured Grievance Platforms:** Dedicated forums such as Samadhan and Samanvay provide employees and workers with structured channels to raise grievances, share feedback and discuss workplace issues. Concerns received through these platforms are reviewed by the relevant functions, assigned for action and monitored until appropriate resolution or closure.
Other than Permanent Workers	Yes	
Permanent Employees	Yes	
Other than Permanent Employees	Yes	

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	**19,290**	**0**	**0%**	**17,070**	**0**	**0%**
Male	17,958	0	0%	15,996	0	0%
Female	1,332	0	0%	1,074	0	0%
Total Permanent Workers	**6,541**	**6,170**	**94.33%**	**6,607**	**6,151**	**93.10%**
Male	6,534	6,163	94.32%	6,600	6,144	93.09%
Female	7	7	100%	7	7	100%

8. Details of training given to employees and workers:

Category*	FY 2025-26					FY 2024-25				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No.(B)	% (B/A)	No.(C)	% (C/A)		No.(E)	% (E/D)	No.(F)	% (F/D)
Employees										
Male	19,741	18,127	91.82%	18,927	95.88%	17,629	16,155	91.64%	16,780	95.18%
Female	1,459	1,241	85.06%	1,407	96.44%	1,182	990	83.76%	1,113	94.16%
Total	**21,200**	**19,368**	**91.36%**	**20,334**	**95.92%**	**18,811**	**17,145**	**91.14%**	**17,893**	**95.12%**
Workers										
Male	49,170	45,257	92.04%	42649	86.74%	46,057	42,017	91.23%	40,591	88.13%
Female	158	126	79.75%	154	97.47%	147	115	78.23%	114	77.55%
Total	**49,328**	**45,383**	**92.00%**	**42,803**	**86.77%**	**46,204**	**42,132**	**91.19%**	**40,705**	**88.10%**

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No.(B)	% (B/A)	Total (C)	No.(D)	% (D/C)
Employees						
Male	19,741	19,344	97.99%	17,629	17,330	98.30%
Female	1,459	1,426	97.74%	1,182	1,147	97.04%
Total	**21,200**	**20,770**	**97.97%**	**18,811**	**18,477**	**98.22%**
Workers						
Male	49,170	41,874	85.16%	46,057	27,333	59.35%
Female	158	119	75.32%	147	26	17.69%
Total	**49,328**	**41,993**	**85.13%**	**46,204**	**27,359**	**59.21%**

10. Health and safety management system:

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

Yes. The Company has implemented a comprehensive Occupational Health and Safety Management System (OHSMS) across all its operational locations, including manufacturing facilities, the R&D Centre, Head Office, Zonal and Regional Offices, Stockyards, Port Facilities, Transit Vehicle Parks and Regional Parts Distribution Centres. The OHSMS is aligned with the requirements of ISO 45001:2018 and internationally accepted occupational health and safety practices, providing a structured framework for identifying, assessing and mitigating workplace risks while promoting a safe and healthy working environment. The system encompasses an Occupational Health and Safety Policy, risk assessment and control processes, clearly defined roles and responsibilities, employee participation through safety committees, incident and near-miss reporting and investigation, emergency preparedness and response, safety training and awareness programmes, workplace monitoring, periodic health check-ups, regular safety inspections and audits, fire safety management, and periodic management reviews to drive continual improvement in safety performance.

The Company's manufacturing facilities at Gurugram and Manesar, the R&D Centre at Rohtak (Haryana), and the Head Office in New Delhi are certified to ISO 45001:2018, demonstrating their adherence to globally recognised occupational health and safety management practices. The newly established greenfield facility at Kharkhoda and the recently amalgamated Hansalpur facility are currently in the process of obtaining ISO 45001:2018 certification.

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

The Company has established Hazard Identification and Risk Assessment (HIRA) framework, which is aligned with ISO 45001:2018 and applicable statutory requirements to systematically identify work-related hazards and assess risks associated with both routine and non-routine activities. Hazards across all operational processes are identified, risks are evaluated based on their likelihood and severity, and appropriate control measures are documented through structured HIRA sheets. These controls are further integrated into Work Instruction Sheets (WIS) to standardise safe work practices and ensure effective risk mitigation across operations. For non-routine and high-risk activities, the Company has implemented a robust online work permit system supported by the KY (Kiken Yochi) Hazard Prediction process, which enables employees to proactively identify potential hazards and implement preventive measures before commencing work. The effectiveness of the hazard identification and risk assessment process is further reinforced through periodic safety inspections, daily safety audits by qualified safety professionals, annual ISO 45001:2018 internal audits, and continuous monitoring and review to drive continual improvement in occupational health and safety performance.

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

Yes. The Company has established multiple processes through which workers can report work-related hazards, unsafe conditions and near misses. These include the KY (Kiken Yochi) Hazard Prediction Procedure, safety audits by trained Safety Ambassadors and safety professionals, operator feedback channels and the structured employee suggestion scheme. Reported concerns are reviewed, assessed and addressed through timely corrective and preventive actions, with learnings incorporated into workplace safety practices. Workers are also empowered to stop work or remove themselves from situations where they reasonably perceive an imminent risk to their health or safety, without fear of adverse consequences. These mechanisms strengthen frontline participation, improve hazard identification and reinforce shared ownership of workplace safety.

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

Yes, the employees/workers have access to non-occupational medical and healthcare services. All manufacturing and R&D facilities of the Company have Occupational Health Centers; wherein OPD facilities for general health issues are also available. Additionally, the Company provide its employees with health care services PAN India by directly empanelling reputed hospitals for all health-related issues and annual health check-ups. To further enhance accessibility, employees and their families have access to a digital healthcare platform that enables on-demand teleconsultations with doctors and diagnostic services across India.

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

Safety Incident/Number	Category	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)*	Employees	0.007	0.009
	Workers	0.014	0
Total recordable work-related injuries	Employees	2	3
	Workers	8	9
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	1	0

*Injuries that resulted in lost time of more than 48 hours as defined in IS 3786 standards.

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

The Company has adopted an integrated and proactive approach to occupational health, workplace safety and employee well-being. Its safety framework combines structured management systems, multi-level governance, employee participation, capability building, preventive healthcare, continuous monitoring, digital tools and emergency preparedness to strengthen risk prevention and promote a safe and healthy work environment.

1. **Occupational Health and Safety Management System:**

The Company has implemented a structured Occupational Health and Safety Management System aligned with ISO 45001:2018. The framework is supported by a well-established governance framework, safety manuals, standard operating procedures, hazard identification and risk-assessment processes and a well-defined work-permit system for non-routine and high-risk activities.

2. **Safety governance, participation and continual improvement:**

Supervised by MD & CEO, the Company has a well-established a three-tier Safety and Health Committee framework that operates at the Plant, Division and Department levels, supported by defined responsibilities, cross-functional participation and leadership oversight. Safety Ambassadors strengthen frontline involvement in identifying and reporting hazards, unsafe conditions and near misses. Safety performance is monitored through internal and external audits, workplace inspections and review of incidents and observations. Root-cause analysis is undertaken, corrective and preventive actions are implemented, and relevant learnings are horizontally deployed across locations and tracked to closure.

3. **Training, awareness and capability building:**
The Company conducts regular training on fire safety, first aid, material-handling equipment, emergency response and other operational safety requirements. Awareness is reinforced through posters, quizzes, competitions, Safety Month activities and mock drills covering fire, earthquakes, war-related and other emergency scenarios. Specialised programmes include incident investigation and root-cause analysis, Safety Coordinator development, use of forensic science in fire investigations, and development of ISO 45001 lead and internal auditors.

4. **Preventive healthcare and employee well-being:**
Preventive health check-ups are conducted for all employees including spouses, supported by health camps, specialist clinics and consultations with empanelled hospitals, including eye and surgical consultations. Webinars and awareness sessions are also conducted on diabetes, cardiovascular conditions, hypertension and other lifestyle-related health risks. Employees have access to a confidential emotional well-being helpline.

5. **Strengthening Safety through Digital Solutions:**
The Company has deployed a suite of digital initiatives to strengthen safety governance, improve access to standardised information, enhance employee engagement and support faster emergency response:

- **Virtual Safety Officer (VSO):** A digital assistant that provides employees with instant access to approved safety SOPs, guidelines, formats and checklists. This reduces reliance on manual searches, supports consistent use of updated documents and improves the accuracy of safety-related decisions.
- **Safety One:** As part of the Company's continuous efforts to simplify and strengthen safety engagement, Safety One was launched during the Safety Month inauguration as a centralised safety platform on Pitstop. It brings together safety-related live links, tools, resources and ongoing initiatives at a single access point, improving visibility, accessibility and employee engagement.
- **Mobijoy Anzen Drive:** A road-safety application adopted by 14,500 employees, including 7,569 two-wheeler and 6,931 four-wheeler users. Focused enrolment drives, awareness camps and on-ground support have been undertaken to promote safer driving behaviour and sustain employee engagement.
- **PO-KE-TE-HA-NA-SHI kiosks:** Deployed across locations to strengthen safety communication and engagement. The kiosks are being further enhanced through integration of advanced technologies to improve usability and safety performance.

6. **Adoption of Global Best Practices in Fire Safety Management:**
The Company is implementing improvement measures based on recommendations from Tokio Marine and Suzuki Motor Corporation, Japan, to strengthen fire prevention, prevent fire propagation and improve emergency-response preparedness. These initiatives are aimed at protecting employees, minimising property damage and enhancing operational resilience.

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

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	2	0	-
Health & Safety	0	0	-	1	0	-

14. Assessments for the year:

	Percentage of your plants and offices that were assessed (by entity or statutory authorities or third parties)*
Health and safety practices	100%
Working Conditions	100%

*Factory locations including Head Office.

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

The Company has adopted a proactive and multi-dimensional approach to address safety-related incidents and significant risks identified through assessments of health and safety practices and working conditions. The approach continuously improves preventive systems, operational controls, employee awareness and use of digital tools to minimise risks, prevent recurrence and strengthen accountability.

1. **Incident investigation and corrective-action management**
   Safety incidents, near misses and significant audit observations are investigated to identify root causes. Countermeasures and corrective and preventive actions are assigned to responsible functions, tracked for timely closure and, where relevant, horizontally deployed across locations to prevent recurrence.

2. **Hazard identification, change management and operational controls**
   Hazard Identification and Risk Assessment procedures are implemented across the Company to systematically identify workplace hazards, assess associated risks and define appropriate mitigation measures. A structured Management of Change procedure has also been introduced to address safety risks arising from changes in processes, equipment, technology, layouts or operating conditions before implementation. The Work Permit System has been revamped to strengthen authorisation, compliance and safety oversight for non-routine and high-risk activities.

3. **Safety rules, communication and employee participation**
   Clear safety rules have been established for different activities and are reinforced through safety alerts, visual displays, awareness stickers and other workplace communication mechanisms. A structured suggestion and feedback mechanism enables employees and workers to report hazards, near misses and unsafe conditions and recommend safety improvements. Relevant inputs are reviewed and incorporated into preventive and corrective measures.

4. **Monitoring, audits and risk identification**
   Independent third-party safety audits are conducted across plant locations to provide an objective assessment of safety practices and identify improvement areas. These are supplemented by check sheet-based audits to support consistent monitoring, timely identification of risks and systematic follow-up of observations.

5. **Digitisation and safety awareness**
   The Company deployed an Online Incident Reporting System in March 2026 to record incidents, monitor countermeasures, track corrective-action status and strengthen accountability for timely closure. QR code-based access to safety rules, guidelines and awareness programmes has also been introduced to improve accessibility and extend safety awareness to employees and their family members, thereby promoting safe behaviour beyond the workplace.

Leadership Indicators

1. **Does the entity extend any life insurance or any compensatory package in the event of death of:**

   a. **Employees** - Yes

   b. **Workers** - Yes

   Yes, the company extends life insurance or compensatory packages to employees and workers in the event of death.

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

   The Company requires suppliers to comply with applicable laws and regulations, including labour and social security requirements, and to meet relevant statutory reporting obligations. Under the Supplier Excellence Programme, the Company periodically verifies compliance with key statutory dues, including Provident Fund, Employees' State Insurance and gratuity. Contractors are also required to submit monthly compliance certificates confirming adherence to applicable statutory requirements.

3. Provide the number of employees/workers having suffered high consequence work related injury/ ill-health/ fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employees	0	0	0	0
Workers*	1	0	1	0

*Undergoing the rehabilitation process as on date of publication of report

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

Yes, for providing transition assistance and to facilitate continued employability, the Company has a robust upskilling programme across all category of its employees. The company also conducts Superannuation Planning Workshop to prepare employees mentally, physically, financially, and emotionally towards acceptance of superannuation and to develop a positive and optimistic attitude towards the same. Few of the superannuating employees are re-engaged with the Company based on the skill sets and requirements.

Additionally, the Company has established a superannuation fund to provide benefits after employment, which has received recognition from the tax authorities. The administration of this fund is managed by a trust that the Company has established. The Company also provides a Post-Retirement Medical Policy to facilitate medical assistance to employees after retirement.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	84% of Tier-1 Component Suppliers in India assessed (by value) cumulatively as on date. In addition, 96% of Tier-1 suppliers by value have implemented ISO 45001: 2018.
Working Conditions	

By collaborating with Tier-1 suppliers, the Company also conducts periodic safety assessments of its Tier-2 Suppliers. In addition, the Tier-1 suppliers also undertake self-assessments covering human safety, fire safety audits and countermeasure audits. These self-assessments are not included in the % determined above.

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

The Company has established mechanisms to assess and monitor the occupational health and safety performance for all suppliers. Suppliers are required to implement time-bound corrective actions against observations and recommendations arising from assessments, with progress monitored to closure. The Company also conducts awareness sessions and shares relevant best practices to support continuous improvement in suppliers' occupational health and safety systems.

PRINCIPLE 4

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

Essential Indicators

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

The process for identifying the stakeholders has been detailed on page 108 under the 'Stakeholder Engagement' section of the Annual Integrated Report for FY 2025-26. However, the Company considers the following groups as its key stakeholders:

- Stakeholders who are dependent on the Company's activities, products or services and on whom the Company is dependent for its operations
- Stakeholders towards whom the Company has legal, commercial and moral responsibilities
- Stakeholders who can impact the Company's decision-making ability

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 & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of Engagement (Annually/ Half yearly/ Quarterly/others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Please refer to Stakeholder Engagement section of the Annual Integrated Report FY 2025-26 on page 108.				

Leadership Indicators

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

   Please refer to Stakeholder Engagement section of the Annual Integrated Report FY 2025-26 on page 108.

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

   Please refer to Material Topics section of the Annual Integrated Report FY 2025-26 on page 112.

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

   Through its CSR initiatives, the Company engages with and supports vulnerable and marginalised sections of society by addressing key needs related to skill development, healthcare, and education. Some of the key initiatives undertaken during FY 2025-26 were:

   1. **Empowering Women through Skill Development:**
      The Company imparts vocational skill training to girl students through Japan-India Institutes for Manufacturing (JIMs), government Industrial Training Institutes (ITIs), and Automobile Skill Enhancement Centres (ASECs). These institutions provide technical, vocational, and industry-oriented training programmes, equipping girl students with practical skills and enhancing their career opportunities. During FY 2025-26, a total of 1,545 girl students received training through these institutions.

      The Company promotes women's participation in driving and has a targeted programme in place to impart driving training to women. During FY 2025-26, 33,258 women received driving training across the 8 Institutes of Driving and Traffic Research (IDTRs) and 19 Road Safety Knowledge Centres (RSKCs) operated by the Company in collaboration with 6 state governments.

   2. **Supporting Women and Children through Healthcare Initiatives:**

      2.1. **Anaemia Reduction:**
      The Company implemented its Anaemia Reduction Project across 10 villages in alignment with the Government of India's Anaemia Mukt Bharat initiative. During FY 2025-26, 13753 individuals were covered through screening and awareness initiatives, including 1,605 pregnant and lactating women, 2,082 adolescent girls, and 10,066 children. 876 awareness sessions were also conducted, reaching 13,140 participants, and distributed 2,893 nutrition kits were distributed to support improved nutrition outcomes.

      2.2. **Women and Child Healthcare:**
      The Company implemented a Women and Child Healthcare Project across 18 villages in Gujarat. During FY 2025-26, Cancer screening camps were conducted, and 741 women underwent screening. Over 5,800 individuals were reached through anaemia awareness and health check-ups, and 5,289 individuals through health education programmes. The project also benefited 3,159 school-going children through Bal Health Melas.

      2.3. **Menstrual Hygiene Support:**
      The Company implemented a menstrual hygiene awareness pilot across 10 local Government schools, reaching approximately 3401 students through 63 awareness and training sessions.

3. **Supporting Children's Education:**
   The Company supports children's education through the Maruti Suzuki Podar Learn School at Sitapur, Gujarat, which provides quality education to around 650 students. Through its community development initiatives, the Company also supported students through various initiatives including distribution of enrolment kits, pre-primary education, Foundational Literacy & Numeracy, nature club, back to school activity, life classes, etc. Infrastructure at local community schools was strengthened through renovating 109 classrooms, 4 new classrooms, 1,253 units of school furniture across 16 schools, and solar installations across 12 schools. A STEM learning pilot in local community schools benefited over 500 students through Tinker Labs and STEM learning sessions.

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						
Permanent	19,290	19,104	99.04%	17,070	16,501	96.67%
Other than Permanent	1,910	1,607	84.14%	1,741	752	43.19%
Total	**21,200**	**20,711**	**97.69%**	**18,811**	**17,253**	**91.72%**
Workers						
Permanent	6,541	6,541	100%	6,607	5,267	79.72%
Other than Permanent	42,787	39,775	92.96%	39,597	35,537	89.75%
Total	**49,328**	**46,316**	**93.89%**	**46,204**	**40,804**	**88.31%**

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)
Permanent Employees	**19,290**	**0**	**0%**	**19,290**	**100%**	**17,070**	**0**	**0%**	**17,070**	**100%**
Male	17,958	0	0%	17,958	100%	15,996	0	0%	15,996	100%
Female	1,332	0	0%	1,332	100%	1,074	0	0%	1,074	100%
Other than Permanent Employees	**1,910**	**0**	**0%**	**1,910**	**100%**	**1,741**	**0**	**0%**	**1,741**	**100%**
Male	1,783	0	0%	1,783	100%	1,633	0	0%	1,633	100%
Female	127	0	0%	127	100%	108	0	0%	108	100%

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)
Permanent Workers	**6,541**	**0**	**0%**	**6,541**	**100%**	**6,607**	**0**	**0%**	**6,607**	**100%**
Male	6,534	0	0%	6,534	100%	6,600	0	0%	6,600	100%
Female	7	0	0%	7	100%	7	0	0%	7	100%
Other than Permanent Workers	**42,787**	**0**	**0%**	**42,787**	**100%**	**39,597**	**0**	**0%**	**39,597**	**100%**
Male	42,636	0	0%	42,636	100%	39,457	0	0%	39,457	100%
Female	151	0	0%	151	100%	140	0	0%	140	100%

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	9	16,500,000	3	10,100,000
Key Managerial Personnel**	3(MD, CFO and CS)	53,022,598	0	0
Employees other than BoD and KMP***	17,956	1,834,564	1,332	1,314,055
Workers***	6,534	2,064,745	7	2,346,667

*BoD composition as on 31st March 2026.

**Mr. Hisashi Takeuchi, MD and CEO, is a part of both the Board of Directors and the Key Management Personnel.

***For Permanent employees and workers.

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

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	3.64%	3.47%

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 committees and mechanisms to address human rights impacts and related issues. The Internal Committee constituted under the POSH Act, 2013 addresses complaints relating to sexual harassment. A Grievance Redressal Committee established under the Rights of Persons with Disabilities Act, 2016 addresses grievances raised by persons with disabilities. Violations of the Code of Business Conduct and Ethics are addressed by the Complaint Committee in accordance with the Complaints Policy and Disciplinary Policy, while the Whistle-Blower Committee oversees reports relating to actual or suspected violations of human rights and other ethical concerns, ensuring an accountable governance mechanism for human rights matters.

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

The Company has established multiple channels to receive and redress human rights-related grievances. Employees and workers may raise concerns through dedicated mechanisms under the Code of Business Conduct and Ethics, the POSH framework, the Rights of Persons with Disabilities framework and the Whistle-Blower Policy. Regular Workers' Representatives Meetings with senior leadership and structured forums such as Samadhan and Samanvay provide additional avenues for reporting and resolution. These mechanisms are designed to ensure timely, confidential and fair handling of grievances.

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

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	2	0	Two cases were reported and appropriate action was undertaken by the company as per the Company POSH Policy	3	0	Three cases were reported, which were enquired into and appropriate action was undertaken by the Company
Discrimination at workplace	0	0	-	3	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/ Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	2	3
Complaints on POSH as a % of female employees/workers	0.14%	0.24%
Complaints on POSH upheld	2	3

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

The Company has established mechanisms to prevent any adverse consequences to complainants in cases of discrimination and harassment. It maintains a gender-neutral Prevention of Sexual Harassment (POSH) Policy and a Whistle-Blower Policy, both of which include stringent provisions to protect the identity of the complainant and safeguard against retaliation. These policies comply with applicable legal requirements and ensure that all bona fide complaints are handled with the highest level of confidentiality and integrity. The Company adopts a zero-tolerance approach to any form of victimisation or breach of complainant privacy, thereby fostering a safe, inclusive, and harassment-free work environment.

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

Yes. The Company integrates human rights clauses into its Basic Purchase Agreements, requiring suppliers to:

- Comply with all child-labour laws
- Prohibit forced or involuntary labour
- Maintain safe working conditions and occupational health standards
- Respect freedom of association, including trade-union rights
- Prevent discrimination of any kind (e.g., race, descent, disability, age, sex, religion)
- Adhere to minimum-wage legislation

10. Assessments for the year:

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

*Factory locations including Head Office.

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

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

Leadership Indicators

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

There were no modifications required in business processes, as the nature of human rights complaints did not warrant any structural changes. However, the Company remains committed to upholding the highest standards of human rights across all its operations. It has adopted a standalone Human Rights Policy that outlines its approach to managing various human rights aspects. To reinforce this commitment, the Company conducts regular training programs to raise employee awareness on the Code of Conduct, Prevention of Sexual Harassment (POSH), thereby fostering a respectful and inclusive workplace culture.

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

The Company's human rights assessment framework covers its own operations as well as key value-chain partners, including suppliers, logistics service providers and dealers. The approach is aligned with the principles of the United Nations Global Compact and reflects the Company's commitment to ethical conduct, respect for human dignity and responsible business practices. Within the supplier ecosystem, human rights performance is assessed through the Supplier Excellence Programme. The assessment covers compliance with requirements relating to child labour, forced labour, minimum wages, safety and working conditions, prevention of harassment including sexual harassment, freedom of association and collective bargaining.

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

The Company is constantly taking initiatives to enhance accessibility in both existing and new infrastructures to support differently-abled employees and workers. New plants and renovated buildings have lifts and/or ramps for ease of movement of differently abled employees and visitors. Few trainings initiatives and awareness sessions have been conducted like Sign language classes, sensitisation sessions on topics like stereotyping, managing micro aggression, allyship to foster inclusivity and adaptability.

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

	Percentage of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	84% of Tier-1 Components Suppliers assessed (by value) cumulatively
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others-please specify	

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

The Company is actively driving continuous improvements across its value chain partners by implementing corrective actions based on recommendations provided by assessors.

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, in the following format:**

Parameter	FY 2025-26	FY 2024-25
From renewable sources (in GJ)		
Total electricity consumption (A)	807,833	677,991
Total fuel consumption (B)	9,389	2,096
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B +C)	**817,222**	**680,087**
From non-renewable sources (in GJ)		
Total electricity consumption (D)	1,775,090	1,811,266
Total fuel consumption (E)	5,145,231	4,426,981
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	**6,920,321**	**6,238,247**
Total energy consumed (A+B+C+D+E+F)*	**7,737,543**	**6,918,333**
Percentage of energy consumed from renewable sources (%)	10.56%	9.83%
Energy intensity per rupee of turnover (GJ/INR crore)	42.22	45.26
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) GJ/ USD Million	85.88	92.05
Energy intensity in terms of physical output (GJ/Vehicle Manufactured)	3.30	3.29

*The increase in absolute energy consumption during FY 2025–26 is primarily attributable to increase in volume and gradual ramp-up of operations at the Company's greenfield manufacturing facility in Kharkhoda, Haryana.

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

Yes, an independent assurance of the reported data has been conducted by Bureau Veritas (India) Private Limited.

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

No, the entity does not have any sites or facilities identified as Designated Consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	51,663	35,364
(iii) Third party water	3,467,841	3,265,238
(iv) Seawater/desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**3,519,504**	**3,300,602**
Total volume of water consumption (in kilolitres)	**3,519,504**	**3,300,602**
Water intensity per rupee of turnover (KL/₹ crore)	19.20	21.59
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (KL/USD Million)	39.06	43.92
Water intensity in terms of physical output (KL/Vehicle Manufactured)	1.50	1.57

In FY 2025-26, the reporting boundary of water consumption has been expanded to include all operating locations across the country. For office locations, where watered metered data is not available, CGWB Guidelines have been used to compute the water consumption. The consumption from such office locations contribute to 0.57% of total water withdrawal in FY 2025-26. Consequently, the data for FY2024-25 has been restated for comparison purposes.

The groundwater consumption is not at any of the manufacturing facilities and R&D center at Rohtak.

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

Yes, an independent assurance of the reported data has been conducted by Bureau Veritas (India) Private Limited.

4. Provide the following details related to water discharged:

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0

Parameter	FY 2025-26	FY 2024-25
(iv) Sent to third parties		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	**0**	**0**

The data disclosed in the above table is limited to all manufacturing locations and R&D centre, Rohtak, which constitutes nearly 95% of total water consumption in FY 2025-26. No wastewater is being discharged from these manufacturing facilities outside premises, and the treated water is being used for internal landscaping i.e. horticulture purposes.

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

Yes, an independent assurance of the reported data has been conducted by Bureau Veritas (India) Private Limited.

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

Yes. The Company has implemented advanced Zero Liquid Discharge (ZLD) systems at its Gurugram and Manesar manufacturing facilities, both of which are located in water-stressed regions. The Kharkhoda and Hansalpur manufacturing facilities, which are not located in water-stressed regions, currently operate on a Zero Discharge basis, with no wastewater discharged outside the plant premises. The Company also plans to implement ZLD systems at these facilities in due course.

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

Parameter	Please specify unit	FY 2025-26	FY 2024-25
NOx	Metric tonnes	482	545
SOx	Metric tonnes	3	2
Suspended Particulate matter (PM)	Metric tonnes	331	297
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others - please specify			

During FY 2025–26, the Company revised its methodology for air emissions calculation to include emissions only from associated stacks and to use concentration values from stack emission monitoring reports for NOx and PM emissions. For SOx emissions, the Company adopted a mass balance approach based on fuel consumption. Consequently, the FY 2024–25 data has been restated including corrections for comparison purposes.

The increase in air emissions during FY 2025–26 is primarily attributable to the commencement of operations at the Company's greenfield manufacturing facility in Kharkhoda, Haryana.

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

Yes, an independent assurance of the reported data has been conducted by Bureau Veritas (India) Private Limited.

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

Parameter	Please specify unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	tCO_2e	297,556	250,608
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	tCO_2e	350,024	362,194
Total Scope 1 and Scope 2 emission intensity per rupee of turnover	tCO_2e/₹ crore	3.53	4.01
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted Purchasing Power Parity (PPP)	tCO_2e/USD Million	7.19	8.15
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO_2e/ Vehicle Manufactured	0.28	0.29

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

Yes, an independent assurance of the reported data has been conducted by Bureau Veritas (India) Private Limited.

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

Yes. The Company has undertaken several initiatives to reduce greenhouse gas emissions and increase the use of renewable and low-carbon energy. During FY 2025–26, 22.8% of the Company's total electricity consumption was met through renewable sources, comprising both on-site solar generation and the procurement of renewable electricity through green power arrangements. In addition, the Company continued to substitute fossil fuels with compressed biogas, further reducing its dependence on conventional fuels and lowering greenhouse gas emissions. Going forward, the Company plans to significantly expand its renewable energy portfolio and has set a target to increase the share of renewable energy in its overall electricity consumption to 85% by FY 2030–31, reinforcing its commitment to decarbonisation and the transition towards cleaner energy. For further details, refer to the Energy and Emissions Management section of the Annual Integrated Report FY 2025–26 (Page 269).

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

Parameter	FY 2025-26	FY 2024-25
Total Waste Generated (in metric tonnes)*		
Plastic waste (A)	4,599	3,940
E-waste (B)	231	103
Bio-medical waste (C)	0.32	0.31
Construction and Demolition waste (D)	15,036	18,377
Battery waste (E)	210	148
Radioactive waste (F)	NA	NA
Other Hazardous waste (G)	35,714	31,499
Other Non-hazardous waste (H)	292,064	239,867
Total (A+B + C + D + E + F + G + H)	**347,854**	**293,934**
Waste intensity per rupee of turnover (Metric tonnes/ ₹ crore)	1.90	1.92
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Metric tonnes/ USD Million)	3.86	3.91
Waste intensity in terms of physical output (Metric tonnes/ vehicle manufactured)	0.15	0.14

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste	FY 2025-26	FY 2024-25
(i) Recycled	305,347	251,400
(ii) Reused	0	0
(iii) Other recovery operations	27,471	24,158
Total	**332,818**	**275,558**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0.32	0.31
(ii) Landfilling	0	0
(iii) Other disposal operations	15,036	18,377
Total	**15,036**	**18,377**

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

Yes, an independent assurance of the reported data has been conducted by Bureau Veritas (India) Private Limited.

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

The Company has adopted a comprehensive and environmentally responsible waste management strategy, based on Suzuki's core philosophy of sho-sho-kei-tan-bi — "smaller, fewer, lighter, shorter, and beauty." For over a decade, the Company has successfully practiced 'Zero Waste to Landfill', consistently maximising recycling, minimising environmental impact, and promoting industrial symbiosis. Aligned with its sustainability vision, the Company integrates key circular economy principles—eliminating waste, applying the 3Rs (Reduce, Reuse, Recycle) across its operations. The key waste management practices includes:

Hazardous and Toxic Waste Includes used oil, sludge, solvents, contaminated containers, and tyres. These are securely stored and sent to authorised co-processing or treatment, storage, and disposal facilities (TSDFs). Saleable hazardous materials are routed to certified recyclers in full regulatory compliance.

- **Non-Hazardous, Recyclable & Miscellaneous Waste:** Covers dry industrial scrap, packaging materials, thermocol, wooden pallets, glass, paper, plastics, and metals. All materials are segregated at source and sent to authorised recyclers for resource recovery. Office paper is minimised through digitalisation.
- **Organic Waste:** Food and horticulture waste is processed in in-house composting units and biogas plants. Compost supports landscaping, while biogas is used as a clean energy source, reinforcing nutrient and energy circularity.
- **Electronic Waste (E-waste):** Obsolete IT equipment and electronics are disposed of via certified e-waste recyclers, ensuring safe handling and material recovery.
- **Construction & Demolition (C&D) Waste:** Debris from infrastructure activities is transferred to authorised C&D processors for responsible recycling or disposal.

Through this structured, multi-stream approach, the Company is not only able to practice Zero Waste to Landfill commitment but also sets a benchmark in circular industrial practices, reaffirming its leadership in sustainable waste management.

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

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

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

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
Not Applicable					

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:**

Specify the law/ regulation/ guidelines which was not complied with	Provide details of the non-compliance	Any fines/ penalties/ action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Yes, the Company is compliant with all applicable environmental laws, regulations, and guidelines in India, including the Water (Prevention and Control of Pollution) Act, the Air (Prevention and Control of Pollution) Act, the Environment (Protection) Act, and all associated rules and notifications. There were no instances of non-compliance reported during the financial year. The Company maintains robust environmental management systems including ISO 14001 certification and conducts regular monitoring to ensure strict adherence to all statutory and regulatory requirements.			

Leadership Indicators

1. **Water withdrawal, consumption and discharge in areas of water stress (in kilolitres**

For each facility/plant located in areas of water stress, provide the following information:

(i) Name of the area: Gurugram District (Gurugram and Manesar facilities)

(ii) Nature of operations: Manufacturing

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (KL)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	1,808,290	1,901,943
(iv) Seawater/desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal	**1,808,290**	**1,901,943**
Total volume of water consumption	**1,808,290**	**1,901,943**
Water intensity per rupee of turnover (KL/₹ crore)	9.87	12.44
Water intensity in terms of physical output (KL/Vehicle manufactured)	0.77	0.90
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
No treatment	0	0
With treatment - please specify level of treatment	0	0
(ii) Into Groundwater		
No treatment	0	0
With treatment - please specify level of treatment	0	0
(iii) Into Seawater		
No treatment	0	0
With treatment - please specify level of treatment	0	0
(iv) Sent to third-parties		
No treatment	0	0
With treatment - please specify level of treatment	0	0
(v) Others		
No treatment	0	0
With treatment - please specify level of treatment	0	0
Total water discharged (in kilolitres)	**0**	**0**

The data provided in the table above includes all the manufacturing facilities and R&D Center at Rohtak.

Gurugram and Manesar facilities have achieved a water positivity index of 1.90 and 1.23 respectively in FY2025-26. Both these facilities contributed to over 50% of Company's total water withdrawal in FY2025-26.

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

Yes, an independent assurance of the reported data has been conducted by Bureau Veritas (India) Private Limited.

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

Parameter	Unit	Category	FY 2025-26	FY 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF3, if available)	Metric tonnes of CO_2 equivalent	Category 4 (Upstream transportation and distribution) (Metric tonnes of CO_2e)	522,056	474,992
		Category 11 (Use of sold products) (Metric tonnes of CO_2e)	32,127,317	31,478,952
Total Scope 3 emissions per rupee of turnover		Metric tonnes of CO_2e/per crore rupee of turnover	178.15	209.03

The Company has reported Scope 3 emissions under Category 4 and 11, together which contribute to over 75% of its total Scope 3 GHG emissions.

For reporting Scope 3, Category 4 GHG emissions, the Company follows the Global Logistics Emissions Council (GLEC) Framework, a globally recognised methodology for accounting and reporting logistics-related emissions. During FY 2025–26, the Company updated its computation methodology to enhance the accuracy of data reporting. Consequently, the FY 2024–25 Scope 3, Category 4 GHG emissions have been restated based on the revised methodology to ensure comparability of reported data across periods.

Category 11 GHG emission is calculated on a WTW basis considering vehicle lifetime running as 150,000 km

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

Yes, an independent assurance of the reported data has been conducted by Bureau Veritas (India) Private Limited.

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not applicable

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions/ effluent discharge/ waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No	Initiative undertaken	Details of the initiative (Web link, if any may be provided along-with summary)	Outcome of the initiative
1.	**Product GHG Emission Reduction**	The Company believes every vehicle should help reduce carbon emissions and that India needs varied technology solutions for affordable, sustainable mobility. To meet diverse customer needs, it pursues a multi-pathway strategy: Battery Electric Vehicles, Strong Hybrid Electric Vehicles, CNG/ Compressed Biogas vehicles, gasoline vehicles compatible with 20% ethanol, and Flex Fuel Vehicles. This approach aims to lower emissions while maintaining affordability, choice, energy security, and suitability to local resources.	Through sustained focus on efficiency improvement, deployment of lower-emission technologies, and adoption of alternate fuel and powertrain technologies, the Company's average CO_2 emission of its fleet is significantly lower than the industry average. Not only that, but the Company has also been outperforming its CAFE target by a wide margin in both phase 1 (2017-2022) and phase 2 (2023-ongoing). The average CO_2 emission of the fleet in FY2025-26 as part of CAFE (phase-2) compliance is given below: Target - 110.93 CO_2 (g/km), Actual performance - 99.56 CO_2 (g/km).

2	**Design for Recycling**	The Company incorporates design-for-recycling principles during product development to improve end-of-life material recovery and enhance resource efficiency.	Based on their material composition and design for dismantling, recycling and recovery, the Company's vehicles achieve approximately 92% recyclability and 99% recoverability. This exceeds the EU End-of-Life Vehicle requirements of 85% recyclability and 95% recoverability.
3	**Promoting Circular Economy**	The Company has established closed-loop material circularity systems for key materials, including steel, foundry sand and aluminium, while ensuring responsible recycling and recovery of waste generated across its operations.	Circular waste-management principles, including closed-loop recycling, industrial symbiosis and maximisation of material recovery, are embedded across operations. As a result, zero waste was sent to landfill, with 100% of non-hazardous waste recycled and 100% of hazardous waste was either recycled or co-processed. During FY 2025–26, the closed-loop recycling programme was also expanded to include aluminium.
4	**Increasing Renewable Electricity Adoption**	The Company is progressively increasing the share of renewable electricity through a combination of in-house solar installations and procurement of green power from discoms and hybrid PPAs. It has also implemented a pilot Battery Energy Storage System (BESS) of 1 MWh at the Kharkhoda facility to store surplus solar power during non-working days. Rooftop solar systems have also been deployed across regional parts distribution centres.	Renewable electricity now accounts for approximately 22.8% of total electricity consumption, reflecting steady progress towards the target of around 85% by FY 2030–31. This transition is being driven by more than 79 MWp of in-house solar capacity, a functional 42 MW hybrid solar-wind PPA at Hansalpur, and over 1 MWp of rooftop solar capacity across the Bengaluru and Nagpur regional parts distribution centres. The Kharkhoda manufacturing facility is currently operating on 100% renewable electricity, while the 1 MWh pilot BESS supports better utilisation of surplus solar power generated during non-working days.
5	**Water Stewardship**	The Company adopts a comprehensive water stewardship approach focused on maximising recycled water use, rainwater harvesting and maintaining zero liquid discharge across manufacturing facilities.	Approximately two-thirds of the water requirement at Manesar and Gurugram is met through recycled water, with no groundwater used for manufacturing operations. MSIL achieved an overall water positivity ratio of 1.90 at Gurgaon and 1.23 at the Manesar facility, demonstrating stronger water stewardship. During FY 2025–26, a rainwater-harvesting pond with a capacity of 3,13,000 KL was commissioned at the Kharkhoda facility.
6	**Low-carbon Logistics**	The Company continues to optimise vehicle transportation by increasing the use of railways over road transport. It is the first automobile manufacturer in India to establish in-plant railway sidings at its manufacturing facilities.	Approximately 26.5% of the Company's vehicle dispatches within India are undertaken through rail, helping reduce transportation-related emissions. The in-plant railway siding at the Hansalpur facility has also been registered as the world's first Verra-certified carbon offset project of its kind.
7	**Use of Compressed Biogas (CBG)**	The Company is promoting the use of Compressed Biogas (CBG) as a renewable process fuel to replace conventional fossil based natural gas used in manufacturing operations by adopting in-house production and external procurement.	A 0.7 TPD CBG plant is operational at the Manesar facility. The Hansalpur plant has also commenced procurement of approximately 2–3 TPD of externally sourced biogas for use as process fuel. Further, a 10 TPD CBG plant is under construction at the Kharkhoda facility.
8	**Sustainable Packaging**	The Company continuously optimises packaging design to reduce material consumption and eliminate single-use plastics across its operations.	To reduce plastic packaging consumption, it has adopted the 'Eliminate-Alternate-Reduce' (EAR) strategy, with over 20% of packaging material for Knocked Down (KD) kits and components being reused. In FY 2025-26, the Company enabled the recycling of more than 2,819 MT of plastic packaging.

5. **Does the entity have a business continuity and disaster management plan? Give details in 100 word/ weblink**

   The Company has a comprehensive Business Continuity and Disaster Management Plan to ensure operational resilience and employee safety during disruptions. It includes robust IT disaster recovery protocols, cyber risk mitigation measures, and clearly defined roles for recovery teams. The Company conducts regular safety trainings on fire extinguisher use, first aid, MHE handling along with mock drills. It is prepared for emergencies like fires, explosions, toxic releases, and natural disasters. Cybersecurity is also strengthened through proactive monitoring and employee awareness. Emphasis on local procurement and vendor risk management assessment ensures supply chain continuity. The plan aligns with local and national response systems, ensuring swift recovery and minimal business disruption.

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

   None

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

   The environmental performance of value-chain partners is assessed through a structured supplier monitoring framework covering Tier-1 suppliers. The assessment includes monitoring of energy and water footprints, compliance with Substances of Concern requirements and progress against internally defined renewable electricity milestones. In addition, 98% of local OE Component suppliers, by value, are certified to ISO 14001, demonstrating broad adoption of environmental management systems across the supplier base.

8. **How many Green Credits have been generated or procured:**

   a. **By the listed entity:**

      Nil

   b. **By top ten (in terms of value of purchase and sales, respectively) value chain partners**

      Not Monitored

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.**

Sr. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/National)
1	The Confederation of Indian Industry (CII)	National
2	The Society of Indian Automobile Manufacturers (SIAM)	National
3	The International Road Federation (India Chapter)	National
4	The Japan Chamber of Commerce & Industry in India (JCCII)	International

2. **Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.**

Sr. No.	Name of the authority	Brief of the case	Corrective action taken, if any
1.	Competition Commission of India (CCI)	**Case related to after-market sale of spare parts:** An investigation was initiated by the Competition Commission of India (CCI) in 2011 against a few car manufacturing companies wherein it was contended that these companies were not making genuine spare parts of automobiles freely available in the open market. CCI later expanded the scope of investigation to the MSIL as well as other car manufacturing companies. In the final order passed by the CCI on 25th August 2014, certain directions were laid down against the automobile companies and penalties were imposed. A penalty of ₹ 4,711.4 million was imposed on the company. The Company contested this matter before the Delhi High Court primarily on the ground that it was not a named party in the investigation and that the investigation ought not to have been conducted against it. On the contrary, the Company was named in the information given by the informant stating that MSIL made spare parts easily accessible in the open market. The Delhi High Court, on 16th May 2019, disposed the petition stating that the MSIL had alternative remedies available. Thereafter, it filed a Special Leave Petition before the Supreme Court of India, wherein a stay on the CCI's order was granted. The stay is continuing and the matter is pending adjudication.	No. The Company does not agree with the observation by CCI. The order is stayed by Supreme Court.
2.	Competition Commission of India (CCI)	**Matter relating to alleged discount control practices:** An investigation was initiated suo-moto by the CCI in February 2019 based on the information provided by a purported dealer of the MSIL. The dealer alleged that the Company resorts to anti-competitive discount control practices. The CCI passed its final order on 23rd August 2021 and held that the Company indulged in anti-competitive discount control practices (re-sale price maintenance) and imposed a penalty of ₹ 2,000 million on MSIL. The Company filed an appeal against the CCI's order before the National Company Law Appellate Tribunal (NCLAT), wherein on 22nd November 2021, a stay on the CCI's order was granted subject to the deposit of ₹ 200 million. The stay is continuing and the matter is pending adjudication.	No. The Company does not agree with the observation by CCI. The order is stayed by NCLAT.

Leadership Indicators

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

Sr. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain ? (Yes/No)	Frequency of Review by Board (Annually/Half yearly/Quarterly/ Others–please specify)	Web Link, if available
NA					

PRINCIPLE 8

Businesses should promote inclusive growth and equitable development.

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
Not Applicable					

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

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)
Not Applicable						

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

The Company's Community Development Department regularly engages with the communities through field visits, group meetings/events etc. to understand their grievances. The raised concerns and grievances are understood and analysed & necessary actions are implemented.

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

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	5.41%	5.51%
Directly from within India*	91.06%	94.36%

The purchases include raw materials, components, stock-in-trade including purchases of CBU.

*The purchases of input material directly from India for FY 2025-26 has decreased compared to the previous year, largely on account of EVs.

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

Location	FY 2025-26	FY 2024-25
Rural	11.00%	11.14%
Semi-urban	33.71%	32.39%
Urban	46.96%	47.90%
Metropolitan	8.33%	8.57%

Leadership Indicator

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

Sr. No.	State	Aspirational District	Amount spent (in ₹)
1	Andhra Pradesh	Vishakhapatnam	5,242,863
2	Andhra Pradesh	Vizianagaram	5,190,011
3	Bihar	Gaya	3,933,259
4	Bihar	Purnia	432,208
5	Bihar	Aurangabad	745,003
6	Bihar	Muzaffarpur	386,430
7	Jharkhand	East Singhbhum	217,154
8	Madhya Pradesh	Guna	300,000
9	Madhya Pradesh	Vidisha	400,000
10	Rajasthan	Baran	4,605,420
11	Rajasthan	Dholpur	4,609,598
12	Uttarakhand	Haridwar	42,252
13	Bihar	Muzaffarpur	96,112

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

No, the Company does not have a preferential procurement policy. However, the Company focuses on prioritising local procurement to improve efficiency, minimise its environmental and safety impacts, and ensure business continuity.

b. **From which marginalised /vulnerable groups do you procure?**

Not Applicable

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

Not Applicable

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

Sr. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
Not Applicable				

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

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

6. **Details of beneficiaries of CSR Projects:**

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	Multi-specialty hospital at Sitapur, Gujarat	14,580	40.02%
2	Maruti Suzuki Podar Learn School, Sitapur, Gujarat	704	97.59%
3	Comprehensive community development initiatives	405,807	30.39%
4	Supporting Vocational training through Japan India Institute for Manufacturing (JIMs) and Support to On-Job-Training program	3,598	21.93%
5	Vocational training support to Govt. Industrial Training Institutes (ITIs), Diploma colleges and other skill initiatives	17,098	49.98%
6	Apprentice Training at MSIL	3,079	100%
7	360-degree road safety initiatives under '4 E' Road Safety pillars	387,719	13.03%
	Total	**832,585**	**23.16%**

Includes data of 9 ADTTs which are currently being managed by CSR.

PRINCIPLE 9

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

Essential Indicators

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

   The Company has a robust customer complaint management system comprising channels such as the Company website and toll-free helpline. The complaint redressal process is well structured with defined escalation mechanisms, which ensures timebound resolution. Through these channels, customers can raise their complaints related to issues faced during purchase of vehicle or during vehicle service.

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

Particulars	As a percentage to total turnover*
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

*Revenue generated from sale of vehicles

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

	FY 2025-26			FY 2024-25		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	No Data Privacy incident reported during FY 2025-26	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	No Cyber incident reported during FY 2025-26	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other* (Sales & Service)	19,321	50	As on date of this report, 8 complaints are pending and work is in progress to address these complaints	21,822	750	All complaints have been closed as on the date of this report

*For sales and service-related issues received through centralised customer complaint management system.

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

	Number	Reasons for recall
Voluntary recalls	1	Due to possible defect in Steering gear box assembly.
Forced recalls	-	-

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

   Yes. Data privacy and cyber security are integral to the Company's Code of Business Conduct and Ethics and risk-management framework. We have established comprehensive privacy policies to protect all stakeholders' personally identifiable information. Our Information Security Policy further defines governance, controls, and procedures to ensure the availability, integrity, and confidentiality of information and systems.

   https://www.marutisuzuki.com/arena/privacy-policy

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.**

   No complaints or regulatory actions were reported in relation to data privacy, cybersecurity, advertising or product safety during the year. Complaints relating to sales and after-sales services are addressed through established customer grievance-redressal protocols and monitored to closure.

For product recalls and quality-related issues, comprehensive root-cause analyses are undertaken to identify process and control gaps. Corrective and preventive measures may include product-design refinements, enhancement of manufacturing and inspection processes, and improvements at supplier facilities. Key learnings are incorporated into internal evaluation standards, inspection protocols and quality-assurance procedures. Supplier capability-building programmes and best-practice workshops are also conducted to strengthen supplier quality-management systems.

The ISO-aligned Quality Management System provides for structured investigation, implementation of corrective action plans, verification of effectiveness and preventive controls to minimise recurrence. Quality systems and processes are periodically reviewed and updated in line with evolving regulatory requirements, industry practices and market expectations.

7. **Provide the following information relating to data breaches:**

   a. **Number of instances of data breaches -**
   0

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

   c. **Impact, if any, of the data breaches**
   Nil

Leadership Indicators

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

   The Company maintains a website where information about its products is available. Customer engagement with the brands in the Metaverse has been made for Arena and Nexa through ARENAVERSE and NEXAVERSE respectively. Apart from this, the consumers can also refer to its social media handles.
   https://www.marutisuzuki.com/
   https://www.nexaexperience.com/

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

   The Company has adopted a multi-faceted approach to educate and empower consumers on the safe and responsible usage of its vehicles. Each vehicle is accompanied by a comprehensive owner's manual that provides detailed guidance on safe operations. The Maruti Suzuki Driving School plays a pivotal role in promoting road safety by offering structured driver training programs for new and aspiring drivers. Additionally, the Company actively shares safety tips and vehicle maintenance advice through its social media platforms.

   To further reinforce responsible driving behaviour, telematics-based features provide curated feedback to customers on driving patterns. Service reminders such as seat belt reminders and other in-vehicle alerts are embedded to encourage adherence to safe driving practices. As part of its Corporate Social Responsibility (CSR) initiatives, the Company also implements various road safety projects aimed at creating broader awareness and fostering a culture of safety amongst users.

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

   Not Applicable

4. **Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

   Yes. The Company provides product information over and above applicable statutory requirements through comprehensive owner's manuals, product brochures, digital resources and on-vehicle labels or stickers. These provide information on vehicle features, safety, fuel efficiency, responsible usage, maintenance and other operational guidance to support informed and safe use of the vehicle.

   Yes. The Company regularly undertakes customer satisfaction assessments across the sales and after-sales service journey. Customer satisfaction with the vehicle purchase experience is measured through the Customer Delight Index (CDI). Service quality and customer experience are further monitored through structured feedback mechanisms, including customer complaints per 1,000 vehicles serviced. The Company continuously monitors customer feedback and ensures timely implementation of countermeasures.

Independent Assurance Statement

To
Maruti Suzuki India Limited
1, Nelson Mandela Road, Vasant Kunj, New Delhi-110070

Introduction and Objective of Work

BUREAU VERITAS has been engaged by Maruti Suzuki India Limited (Corporate Identity Number L34103DL1981PLC011375, hereafter referred to as 'MSIL' or 'the Company') to undertake an independent assurance of the Company's disclosures in Business Responsibility and Sustainability Report (hereafter referred as 'BRSR').

Our scope of work consists of Reasonable Assurance on BRSR Core indicators in the BRSR Report, as described in the Securities and Exchange Board of India's (SEBI) vide Master Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026.

Intended User

The assurance statement is made solely for "MSIL and its stakeholders" as per the governing contractual terms and conditions of the assurance engagement contract between "MSIL" 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 "MSIL" for the work we have performed for this assurance report, or our conclusions stated in the paragraph below.

Opinion

Reasonable Assurance for 9 BRSR-Core Parameters (Refer to Annexure-1)

We have performed a Reasonable Assurance engagement on whether the Company's identified sustainability information i.e. BRSR Core indicators disclosed in the BRSR report for the period from April 01, 2025 to March 31, 2026 including relevant information of the previous year disclosed in the BRSR, has been prepared in accordance with the Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, guidance notes for BRSR format issued by SEBI.

In our opinion, the Company's BRSR Core indicators disclosed in the BRSR report for the period from April 01, 2025 to March 31, 2026 including relevant information of the previous year disclosed in the BRSR subject to reasonable assurance is prepared in all material respects, in accordance with the Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and basis of preparation as set out in Section A General Disclosures 13 of the BRSR Report for the year ended March 31, 2026.

The Company has established appropriate systems for the collection, aggregation, and analysis of quantitative data on all BRSR Core indicators.

Our opinion is not modified in respect of this matter.

Assurance Standards Used

Bureau Veritas conducted reasonable assurance of BRSR Core in accordance with the requirements of the International Federation of Accountants (IFAC) International Standard on Assurance Engagement (ISAE) 3000 (Revised)- Assurance Engagements other than Audits or Reviews of Historical Financial Information. Under this standard, Bureau Veritas has reviewed the information presented in the report against the characteristics of relevance, completeness, materiality, reliability, neutrality, and understandability.

Level of Assurance

- Reasonable Level of assurance for the indicators across BRSR Core
- Limited Level of assurance for the other disclosures of BRSR

Scope and Boundary of Assurance

The scope of our engagement includes independent Reasonable level of assurance for BRSR Core indicators (Ref: Annexure I) and a Limited level of assurance for the other disclosures in BRSR for the financial year (FY) 2025-26.

Boundary of our assurance work:

- BRSR Core indicators: Boundary covers the performance of MSIL (Standalone entity)
  - Operations that fall across the direct operational control of the Company's legal structure. Based on the agreed scope with the Company, the boundary of reasonable assurance covers the operations of MSIL across all India locations, unless otherwise stated in the table below.
  - Pursuant to the amalgamation of Suzuki Motor Gujarat Private Limited (SMG) (from here on referred as Hansalpur facility) with Maruti Suzuki India Limited (MSIL), effective from 1st December 2025; and with an appointed date of 1st April 2025. Consequently, the corresponding figures for the previous reporting period (FY 2024-25) have been restated across all applicable parameters for comparison purposes

BRSR Core Attribute Boundary for reasonable Assurance	
Attribute 2: Water Footprint – Water Discharge	Manufacturing plants (Gurugram, Manesar, Hansalpur, and Kharkhoda) and R&D facilities (Rohtak)
Attribute 4: Embracing circularity - details related to waste management by the entity	

- Other disclosures in BRSR: Boundary for the other disclosures in BRSR covers the operations of MSIL (Standalone entity) across all India locations, unless otherwise stated below.

Same as mentioned for the BRSR core attributes related cross references to the BRSR and wherever specified in the BRSR report as applicable.

The Methodology Adopted for Assurance

A multi-disciplinary team from Bureau Veritas conducted the assurance process for Maruti Suzuki India Limited (MSIL) for the financial year (FY) 2025-26, adopting a risk-based approach focusing on issues of high material relevance to MSIL's business and stakeholders. The assurance activities, covering selected sites listed in Annex-II of the SEBI Circular, are outlined below:

BRSR Core Indicators (Reasonable Assurance):

- Reviewed disclosures under the BRSR Core framework, covering Key Performance Indicators (KPIs) across nine ESG attributes, as per Annexure I of the SEBI Circular.
- Assessed design and implementation of systems, processes, and controls for collecting, managing, and reporting BRSR Core Indicators.
- Conducted walk-throughs and sample-based testing of data sets to ensure adherence to reporting principles and operational control boundaries.
- Gathered extensive evidence through stakeholder engagement, supported by documentary evidence and management representations.
- Performed on-site audits at Gurugram, Kharkhoda and Hansalpur manufacturing facilities, chosen based on contribution to reported indicators, operational complexity, and reporting systems, to verify data accuracy and process uniformity.
- Interviewed senior managers responsible for monitoring, data collation, and reporting, with freedom to select interviewees.

Other BRSR Disclosures (Limited Assurance):

- Evaluated disclosures under BRSR guidelines, including general disclosures, management processes, principle-wise performance (essential and leadership indicators), and key metrics, as per Annexure II of the SEBI Circular.
- Analysed systems, processes, and controls for collecting, managing, and reporting non-financial disclosures.

- Conducted sample-based assessments of site-specific data at corporate offices and selected sites, with flexibility to choose sites.
- Collected documentary evidence and management representations to support adherence to reporting principles.
- Interviewed senior managers overseeing monitoring, data collation, and reporting, with freedom to select interviewees.

The assurance process was executed with rigor, ensuring independence, objectivity, and alignment with SEBI Circular requirements for FY 2025-26.

Limitation(s) and Exclusions

The assurance process for Maruti Suzuki India Limited (MSIL) conducted by Bureau Veritas for the financial year (FY) 2025-26, includes a reasonable level of assurance for BRSR Core Indicators and a limited level of assurance for other BRSR disclosures. The following limitations and exclusions apply to the assurance engagement:

- **Materiality Threshold:** The assurance considers an uncertainty of ±5% for estimation or measurement errors and omissions, based on the materiality threshold.
- **Exclusion of Financial Data:** Bureau Veritas did not evaluate or assess MSIL's financial data or performance. For BRSR Core Indicators involving financial metrics (e.g., attributes 8 and 9, or where INR is applied), reliance was placed on third-party audited financial reports. Bureau Veritas assumes no responsibility for the accuracy of these financial reports.
  - **Defined Reporting Period:** The assessment is restricted to data and information within the FY 2025-26 reporting period. Pursuant to the amalgamation of Suzuki Motor Gujarat Private Limited (SMG) with Maruti Suzuki India Limited (MSIL), effective from 1st December 2025; and with an appointed date of 1st April 2025. Consequently, the corresponding figures for the previous reporting period (FY 2024-25) have been restated across all applicable parameters for comparison purposes.
- **Geographical and Operational Boundary:** The assurance covers the operations of MSIL (Standalone entity) across all India locations, unless otherwise specified). Data or activities outside these boundaries are not included, unless explicitly stated.
- **Exclusion of Subjective Statements:** The assurance does not cover MSIL's statements expressing opinions, beliefs, aspirations, expectations, aims, or future intentions, nor does it include assertions related to Intellectual Property Rights or competitive issues.
- **Limited Scope of Framework Mapping:** The assurance is restricted to the BRSR framework as specified in the SEBI Circular (Annexures I and II). Comparisons or assessments against other reporting frameworks are not included.
- **Exclusion of Strategy and Legal Compliance:** The assessment does not review MSIL's strategy, related linkages in the report, or compliance with legal requirements, which remain the responsibility of MSIL.
- **Data Authenticity Assumption:** The assurance relies on the assumption that data and information provided by MSIL are complete, sufficient, and authentic.

Conclusion

Bureau Veritas conducted a comprehensive assurance engagement for Maruti Suzuki India Limited's (MSIL) BRSR disclosures for the period April 1, 2025, to March 31, 2026, as presented in its Report. Subject to the inherent limitations outlined in the Report, our conclusions are as follows:

- **Reasonable Level of Assurance - BRSR Core Indicators**

  Based on the procedures performed, evidence obtained, and information provided by management, we conclude that MSIL's BRSR Core disclosures across nine core attributes (as listed in Annex I) are, in all material respects, prepared in accordance with the Master Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026.

- **Limited Level of Assurance - Other BRSR Disclosures**

  Based on the assessment undertaken, nothing has come to our attention to suggest that MSIL's other BRSR disclosures do not adhere to the reporting requirements outlined in the BRSR guidelines. Our review, supported by sample-based testing and evaluation of management processes, confirms that the disclosures are prepared with due diligence and align with the specified SEBI framework.

Responsibilities

MSIL is completely responsible for the report contents, identification of material topics, and data reporting structure. The selection of reporting criteria, reporting period, reporting boundary, monitoring, and measurement of data, preparation, and presentation of information for the report are the sole responsibility of the management of "MSIL". Bureau Veritas was not involved in the drafting or preparation of the report and any other backup data for the reporting period. The responsibility of BV was to provide reasonable independent assurance for the sustainability of non-financial disclosures as described in the scope of assurance.

The said assessment is properly based on the assumption that the data and information provided in the report are proper and without any discrepancy. Bureau Veritas shall not be held liable or responsible for any type of decision a person or entity would make based on this assurance statement. While reading the assurance statement, stakeholders shall recognise and accept the limitations and scope as mentioned above.

Competence

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

Uncertainty

The reliability of assurance is subject to uncertainty(ies) that is inherent in the assurance process. Uncertainties stem from limitations in quantification models used, assumptions, or data conversion factors used or may be present in the estimation of data used to arrive at results. Our conclusions with respect to this assurance are naturally subject to any inherent uncertainty(ies) involved in the assurance process.

Statement of Independence, Impartiality, and Competence

Bureau Veritas is an independent professional services company that specialises in Quality, Health, Safety, Social, and Environmental Management with over 198 years of history. Its assurance team has extensive experience in conducting assessment 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 behaviour, 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 MSIL.

Restriction on use of Our Report

Our assurance report for Business Responsibility and Sustainability Report has been prepared and addressed to the management of MSIL, 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.

Munji Rama Mohan RAO
Lead Assuror
Bureau Veritas (India) Private Limited
Hyderabad, India
Dt: August 05, 2026

Rupam BARUAH
Technical Reviewer
Bureau Veritas (India) Private Limited
Mumbai, India
Dt: August 05, 2026

Annexure 1

Reasonable level of assurance is provided for following '9 Indicators included in BRSR-Core Attributes'

Sl. No	Attribute	Parameter	Cross Reference to the BRSR
1	Greenhouse Gas (GHG) Footprint	Scope 1 Emissions	Principle 6, Question 7 of Essential Indicators
		Scope 2 Emissions	
		GHG Emission Intensity	
2	Water Footprint	Total Water Consumption	Principle 6, Question 3 of Essential Indicators
		Water Intensity	
		Water Discharge	Principle 6, Question 4 of Essential Indicators
3	Energy Footprint	Total Energy Consumed	Principle 6, Question 1 of Essential Indicators
		% from Renewable Sources	
		Energy Intensity	
4	Waste Management (Circularity)	Category-wise Waste Generation	Principle 6, Question 9 of Essential Indicators
		Waste Intensity & Recovery	
5	Employee Wellbeing and Safety	Spending on Well-being	Principle 3, Question 1(c) of Essential Indicators
		Safety Incidents	Principle 3, Question 11 of Essential Indicators
6	Gender Diversity	Wages Paid to Females	Principle 5, Question 3(b) of Essential Indicators
		POSH Complaints	Principle 5, Question 7 of Essential Indicators
7	Inclusive Development	MSME/Indian Sourcing	Principle 8, Question 4 of Essential Indicators
		Wages in Smaller Towns	Principle 8, Question 5 of Essential Indicators
8	Customer & Supplier Fairness	Data Breach Incidents	Principle 9, Question 7 of Essential Indicators
		Accounts Payable Days	Principle 1, Question 8 of Essential Indicators
9	Business Openness	Related Party Transactions & Concentration	Principle 1, Question 9 of Essential Indicators