

Sustainability Report 2025 – In accordance with GRI Standard disclosures

Reporting Accordance with GRI Core Option

- **STATEMENT OF USE**

T S Molymer Co., Ltd has reported disclosures as mentioned in this Sustainability report for the period 1st January 2024 to 31st December 2024 in accordance to the GRI Standards – GRI 1 Foundation & GRI 2 General Disclosures 2021.

- **GRI CONTENT INDEX**

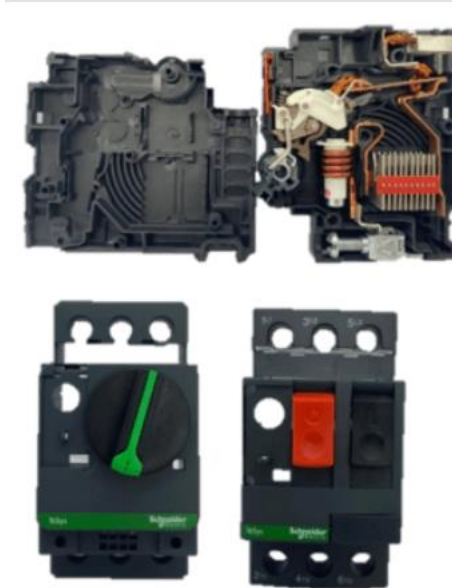
This report is prepared as per GRI Standards. Each GRI disclosure is easily traceable considering alignment of this report. Hence, separate GRI content index is not required.

- Management of T S Molymer is responsible for the completeness, accuracy and validity of the disclosures referenced or included in the GRI Disclosure report
- Management is also responsible for the collection, quantification and presentation of the information which management believes provide an objective basis for measuring and reporting on the disclosures.

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Organizational details

| | | |
|-----|---------------------------------------|--|
| 2-1 | Legal name | T S Molymer Co., Ltd |
| | Nature of Ownership & Legal Structure | Limited |
| 2-2 | Location of headquarters | 662 Moo 2 Sukhumvit RD., Tambol Bangpoomai, Amphur Muang Samutprakarn 10280 Thailand |
| 2-1 | Countries of operations | Thailand |





General Disclosures

| | | |
|-----|--|---|
| 2-2 | Entities included in the organization's sustainability reporting | T S Molymer Co. Ltd |
| 2-3 | Reporting period, frequency and contact point | Reporting Period - 1st January 2024 to 31st December 2024 , Frequency – Annual reporting Boonyanoot Chaiwarin (Ploy) |
| 2-4 | Restatements of information | No |
| 2-5 | External assurance | Not obtained |


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| Activities & Employees | | |
|------------------------|--|---|
| 2-6 | Activities, value chain and other business relationships | https://tsmolymer.co.th/index.php#product |
| 2-7 | Employees | 330 (Male) , 486 (Female), |
| 2-8 | Workers who are not employees | 0 |
| Governance | | |
| 2-9 | Governance structure and composition | <div>Board of Directors</div> <div><div>1. Miss Sunan Thongsong (Female)</div><div>2. Mr. Keiichi Moriyama (Male)</div><div>3. Mr. Shuhei Mori (Male)</div><div>4. Mr. Kenji Nishimura (Male)</div><div>5. Mr. Katsutoshi Aizawa (Male)</div></div> |





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| | | | |
|------|---|--|---|
| 2-10 | Nomination and selection of the highest governance body | As per regulation |  |
| 2-11 | Chair of the highest governance body | Mr. Shuhei Mori | |
| 2-12 | Role of the highest governance body in overseeing the management of impacts | We consult with internal and external stakeholders to determine actions on management of ESG topics. | |

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| | |
|------|--|
| 2-13 | <p>Delegation of responsibility for managing impacts</p> <ul style="list-style-type: none"> Responsibilities are assigned to review impact on environment, social and governance areas. Responsible personnel are regularly updating board about progress and immediate / long term actions to be taken. |
| 2-14 | <p>Role of the highest governance body in sustainability reporting</p> <ul style="list-style-type: none"> The Board of Directors has defined long-term sustainable development Strategy. Responsible persons are reporting regularly to the Board of Directors on the impacts, risks and opportunities of environmental and social topics. |



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| | | | |
|------|--|---|---|
| 2-15 | Conflicts of interest | <ul style="list-style-type: none"> – The company's Conflicts of Interest Policy requires employees to disclose actual or potential conflicts of interest in their respective domain. – Each disclosure is reviewed by the Human Resources team and disclosed to the employee's manager. – Conflict disclosures are escalated within the company, including the Board of Director as necessary to effectively eliminate or mitigate the conflict. – Directors may not accept gifts from persons or entities who deal with the Company in those cases where any such gift has more than a nominal value or where acceptance of the gifts could create the appearance of a conflict of interest. |  |
| 2-16 | Communication of critical concerns | <ul style="list-style-type: none"> – Communication is done through Board of Directors & Audit committee – No critical concern is identified during disclosure period. | |
| 2-17 | Collective knowledge of the highest governance body | <ul style="list-style-type: none"> – Board has assigned responsibilities to oversight of the Company's environmental, social, and governance (ESG) initiatives through frequent reviews of progress. – To Monitor and review the competitiveness of the Company's existing, new and emerging technologies, and other innovations and trends that will permit the Company to strengthen its brands, enhance customer experiences, and achieve profitable growth for all and to build a better world | |
| 2-18 | Evaluation of the performance of the highest governance body | <ul style="list-style-type: none"> – As per regulation | |
| 2-19 | Remuneration policies | <ul style="list-style-type: none"> – Our Remuneration policies are complying with applicable laws and regulations | |

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2-
20

Process to
determine
remuneration

- Review of industry trends
- Review of legal requirements
- Review of business growth opportunities and cost components



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Strategies, Policies and practices

| | | |
|------|---|---|
| 2-22 | Statement on sustainable development strategy | Objective : |
| | | - Decarbonization 50% by 2025 (Achieved by 2024) |
| | | Baseline : Y2021 |
| | | - 6,127 (tCO ₂ e) |
| | | Scope : |
| | | - SCOPE 1: Direct CO ₂ Emissions (Fuel & LPG) |
| | | - SCOPE 2: Energy Indirect CO ₂ Emissions (Electricity) |
| | | Our philosophy focuses on |
| | | i) Adhering to all environmental laws and moving beyond compliance through continuous improvement. |
| | | ii) Improving energy and resource efficiency in our manufacturing processes . |
| | | iii) Reducing energy consumption, minimizing waste, and promoting the use of cleaner technologies and eco-friendly materials. |




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|------|--|--|--|
| 2-23 | Policy commitments | As per 2-22 | |
| 2-24 | Embedding policy commitments | <ul style="list-style-type: none"> – Integrate Sustainability in our business practices through objectives, trainings, culture development, monitoring and continuous improvement. | |
| 2-25 | Processes to remediate negative impacts | <ul style="list-style-type: none"> – Stake holders can report violations directly to Human Resources or Top Management. – Violations can be reported using contact numbers or email which allow for anonymous reporting. | |
| 2-26 | Mechanisms for seeking advice and raising concerns | <ul style="list-style-type: none"> – Nominated team reviews allegations and oversees any investigations and subsequent corrective or disciplinary actions. – This can include reporting violations related to human rights , Governance and environmental issues | |
| 2-27 | Compliance with laws and regulations | <ul style="list-style-type: none"> – In reporting period , We have not received any notice from any legal court of law. – No fines were paid during reporting period. | |
| 2-28 | Membership associations | CDP | |



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| | | | |
|------|------------------------------------|--|---|
| 2-29 | Approach to stakeholder engagement | <p>Stakeholder Mapping: Define criteria for identifying and prioritizing stakeholders</p> <p>Preparation: Focus on long-term goals to drive the approach</p> <p>Engagement: Conduct the engagement, ensuring equitable stakeholder contribution</p> <p>Action Plan: Identify opportunities from feedback and determine actions</p> |  |
|------|------------------------------------|--|---|

| | | |
|------|----------------------------------|-------------------------------|
| 2-30 | Collective bargaining agreements | Complying with applicable law |
|------|----------------------------------|-------------------------------|

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| Material Topic | |
|----------------|---|
| 3-1 | <p>Process to determine material topics</p> <p>Step 1. Understand the company's context Creation of initial high-level overview of activities and business relationships, obtain an understanding of the sustainability context in which these occur, and prepare an overview of its stakeholders.</p> <p>Step 2. Identify actual and potential impacts Identification of actual and potential impacts on the economy, environment, and people, including impacts on human rights.</p> <p>Step 3. Assess the significance of the impacts Identification of impacts on which to report. When using the GRI Standards, the we assess the significance of our identified impacts and prioritise those that represent its material topics.</p> <p>Step 4. Prioritise the most significant impacts for reporting In this step, to determine its material topics for reporting we prioritise our impacts based on its significance</p>  |
| 3-2 | <p>List of material topics</p> <p>Environment</p> <ul style="list-style-type: none"> – Energy, Water Management, GHG Emissions, Waste, <p>Social</p> <ul style="list-style-type: none"> – Occupational health and safety, Diversity , Discrimination, Harassment, Human rights, Child & Forced labor <p>Governance</p> <ul style="list-style-type: none"> – Governance policies and accountabilities, Information security, Bribery & corruption, Money Laundering, Conflict of interest, Fraud |
| 3-3 | <p>Management of material topics</p> <p>How we manage each material topic is mentioned in respective disclosure sections</p> |

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Climate change and Energy Transition

- | | |
|--|---|
| <p>3-3 Management of material topics</p> | <ul style="list-style-type: none"> - Raw material prices may increase due to shortages caused by natural disasters. - There may be additional expenses from improving production processes to be more environmentally friendly. - Production costs may rise due to higher energy consumption required for temperature control in the factory. - Employee health may be affected by increased heat or pollution. |
|--|---|



- | | |
|--|---|
| <p>201-1 Direct economic value generated and distributed</p> | <p>— Non significant material topic in relation to current business context</p> |
|--|---|

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| | |
|--|---|
| <p>201-2</p> <p>Financial implications and other risks and opportunities due to climate change</p> | <p>1. Physical Risks: Extreme weather events such as floods, hurricanes, and heatwaves can disrupt manufacturing operations, damage infrastructure, and hinder transportation and logistics.</p> <p>2. Regulatory and Policy Risks: As governments introduce stricter climate-related regulations, companies may face increased compliance costs, carbon pricing mechanisms, and mandatory emissions reduction targets.</p> <p>3. Supply Chain Disruptions: Climate change can affect the availability of key raw materials due to agricultural impacts, resource depletion, or geopolitical tensions arising from environmental pressures.</p> <p>4. Market and Consumer Preference Shifts: Growing awareness of environmental impacts may shift customer demand toward more sustainable, low-carbon, and biodegradable products.</p> <p>5. Financial and Investment Risks: Investors are increasingly prioritizing climate-resilient portfolios. Companies with high carbon footprints or weak climate strategies may face reduced access to capital, higher insurance premiums, or lower credit ratings.</p> <p>6. Legal and Liability Risks: There is a growing trend of climate-related litigation against corporations seen as contributing to environmental degradation.</p> <p>7. Reputational Risk: Public and stakeholder scrutiny is rising. Inadequate climate action or transparency could damage a company's brand value, erode stakeholder trust, and affect employee engagement and retention.</p> |
|--|---|

| | | |
|-------|---|--|
| 201-3 | Defined benefit plan obligations and other retirement plans | — Not required to disclose in this report considering non significant material topic in relation to current business context |
| 201-4 | Financial assistance received from government | Not Received |

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GRI 202 – Market presence 2016

| | | |
|-------|--|---|
| 3-3 | Management of material topics | <ul style="list-style-type: none"> – We have implemented governance systems to manage different aspects of sustainability as mentioned in this report – Compliance team reviews and advises on the Company's pursuit of innovative policies and technologies that promote product safety, improve environmental and social sustainability, and seek to enrich our customers' experiences, and lead to a better world. – The team is responsible for assessing the Company's progress on, product safety, environmental, and social issues, as well as the degree to which sustainability principles have been integrated into various skill teams. |
| 202-1 | Ratios of standard entry level wage by gender compared to local minimum wage | <ul style="list-style-type: none"> – 16128 THB is average wage which is higher than minimum wage |
| 202-2 | Proportion of senior management hired from the local community | <ul style="list-style-type: none"> – 63 % |

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GRI 203 – *Indirect Economic Impacts 2016*


| | | |
|-----|-------------------------------|---|
| 3-3 | Management of material topics | – Sustainability team reviews and advises on the Company’s pursuit of innovative policies and technologies that promote product safety, improve environmental and social sustainability, and seek to enrich our customers’ experiences, and lead to a better world. |
|-----|-------------------------------|---|

203-1

Infrastructure investments and services supported

| Human Capital | | |
|---------------|-----------|-----------|
| Employees | Customers | Suppliers |
| 818 # | 36 # | 168 # |

| Financial Capital | |
|---|--|
| <ol style="list-style-type: none">1. Implemented monitoring and control measures to address water and air pollution issues.2. Employee training and development - Annual training plans are in place for each position within the organization.3. Annual health check-ups | |



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203-2 Significant indirect economic impacts

| New customers developed | New Countries Developed |
|---------------------------|-------------------------|
| 8 new customers developed | 1 |

GRI 204 – *Procurement Practices 2016*

204-1 Proportion of spending on local suppliers – 90 % of Material / Service is being purchased from Local suppliers

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GRI 205 – *Anti corruption* 2016

205-1 Operations assessed for risks related to corruption – We assess 100% of our operations for risks related to corruption.



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| 205-2 | Communication and training about anti-corruption policies and procedures | <ul style="list-style-type: none"> – Our anti-bribery and corruption compliance training program is designed to help employees understand what constitutes bribery and corruption, how it can affect the company, and how they can avoid engaging in these practices. – Mandatory training about ethical policies is given to employees on regular basis |
| 205-3 | Confirmed incidents of corruption and actions taken | <ul style="list-style-type: none"> – No incident is found during reporting period |

GRI 206 – *Anti Competitive Behaviour* 2016

- | | | |
|-------|---|--|
| 3-3 | Management of material topics | <ul style="list-style-type: none"> – We maintain the highest ethical standards wherever we operate. – With operations around the world, it's important that our facilities comply with a wide range of national laws and governmental enforcement practices with regard to bribery and corruption, regardless of where they are located. |
| 206-1 | Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | <ul style="list-style-type: none"> – No incident is found during reporting period |

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GRI 300 – Environmental Standard Series

GRI 301 – Materials 2016

| | | |
|-----|------------------------------|--|
| 3-3 | Management of Material topic | Waste Management The long-recognized hierarchy of management of wastes, in order of preference consists of prevention, minimization, recycling and reuse, biological treatment, incineration, and landfill disposal |
| | | Energy We shall monitor and optimize energy performance on a regular basis, within our operational locations. The objectives are to manage usage, identify energy saving opportunities, conserve consumption and reduce carbon emissions |



| | | |
|-------|--|------------------|
| 301-1 | Materials used by weight or volume | — Not applicable |
| 301-2 | Recycled input materials used | — 218.49 MT |
| 301-3 | Reclaimed products and their packaging materials | — Not applicable |

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GRI 302 – Energy 2016

| | | |
|-------|--|--|
| 302-1 | Energy consumption within the organization | 10527000 Kwh |
| 302-2 | Energy consumption outside of the organization | Not required to disclose in this report considering non significant material topic in relation to current business context |
| 302-3 | Energy intensity | To be monitored since next report |



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302-4 Reduction of energy consumption

- a) Upgradation of equipment to energy efficient ones.
- b) Roof-top Solar power generation

302-5 Reductions in energy requirements of products and services — As per disclosure 302-4

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GRI 303 – Water and Effluents 2018

| | |
|---|---|
| 3-3 Management of Material topics | <ul style="list-style-type: none"> – We shall not engage in unlawful eviction or taking of land, forests and waters securing the livelihood of human beings. – Reduce water consumption and recycle reprocess waste Water to support availability of fresh drinking water for communities |
| 303-1 Interactions with water as a shared resource | <ul style="list-style-type: none"> – The source of water is not a shared source. |
| 303-2 Management of water discharge-related impacts | Water is treated by Bangpoo Industrial Estate and recycled |

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| | | |
|-----------------------------|---|--|
| 303-3 | Water withdrawal | No |
| 303-4 | Water discharge | Discharged and treated by Bangpoo Industrial Estate |
| 303-5 | Water consumption | Total water consumed is 57859000 liter |
| GRI 304 – Biodiversity 2016 | | |
| 304-1 | Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas | Non significant material topic in relation to current business context |
| 304-2 | Significant impacts of activities, products and services on biodiversity | Non significant material topic in relation to current business context |
| 304-3 | Habitats protected or restored | Non significant material topic in relation to current business context |
| 304-4 | IUCN Red List species and national conservation list species with habitats in areas affected by operations | Non significant material topic in relation to current business context |

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| GRI 305 – Emissions 2016 | | |
|--------------------------|---|---|
| 3-3 | Management of material topic | <ul style="list-style-type: none"> – We are committed to driving human progress with a company culture that strives for business growth, protect our environment, enhance the health and well-being of the communities that surround us, and respect the rights of the people who live there. – During Research & development as well manufacturing , we respect human rights and the environment over the entire life cycle of our products and services, from the origin of the raw materials to the end-of-life. |
| 305-1 | Direct (Scope 1) GHG emissions | 191.7 MTCO ₂ e |
| 305-2 | Energy indirect (Scope 2) GHG emissions | 5262.4 MTCO ₂ eq |
| 305-3 | Other indirect (Scope 3) GHG emissions | 157.1 MTCO ₂ eq |
| 305-4 | GHG emissions intensity | Will be monitored since next report |
| 305-5 | Reduction of GHG emissions | Focusing on Renewable energy |
| 305-6 | Emissions of ozone-depleting substances (ODS) | Not detected during monitoring |

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| GRI 306 – Waste 2020 | | |
|--|---|---|
| 3-3 | Management of material topics | <ul style="list-style-type: none"> – We are committed to driving human progress with a company culture that strives for business growth, protect our environment, enhance the health and well-being of the communities that surround us, and respect the rights of the people who live there. – During Research & development as well manufacturing , we respect human rights and the environment over the entire life cycle of our products and services, from the origin of the raw materials to the end-of-life. |
| 306-1 | Waste generation and significant waste-related impacts | <ul style="list-style-type: none"> – Reducing waste has a dual benefit. Not only does it reduce our impact on the planet, but it also optimizes efficiency in our resource-intensive industry. – By reducing or recycling generated waste, we can avoid the landfill, reduce GHG emissions, and generate an additional supply of valuable resources |
| 306-2 | Management of significant waste-related impacts | <ul style="list-style-type: none"> – Hazardous waste generated – Contaminated container, Contaminated Rags, Light Bulb, Spray Can – Non Hazardous Waste – Cardboard Box, Plastic pallet packaging, Plastic scrap, Iron scrap |
| 306-3 | <div> <div>Waste generated</div> <div>Non hazardous waste – 174836 Kg</div> <div>hazardous waste – 1800 Kg</div> </div> | |
| 306-4 | Waste diverted from disposal | – 176306 Kg |
| 306-5 | Waste directed to disposal | – Will be monitored since next report |
| GRI 308 – Supplier Environmental Assessment 2016 | | |
| 3-3 | Management of material topics | <ul style="list-style-type: none"> – Supply chain transparency and human rights protection go hand in hand. – When potential supplier issues are identified anywhere in our supply chain, we initiate an investigation. – If confirmed, we then work with our supplier to cascade our requirements and confirm compliance with our Supplier Code. – We are currently developing internal systems to conduct these investigations proactively with suppliers in our highest risk categories |
| 308-1 | New suppliers that were screened using environmental criteria | <ul style="list-style-type: none"> – Our suppliers are screened through CSR assessments that includes Environmental criteria like Energy use, Waste Management, Water use, Waste water management, Emissions, Trainings to employees. – Our Admin team does assessment and educate suppliers for further improvement. |

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| 308-2 | Negative environmental impacts in the supply chain and actions taken | <ul style="list-style-type: none">– We have completed assessment of 3 new suppliers in reporting period– We assess our suppliers based on Environment parameters also apart from Quality, Delivery and price.– Our none of supplier is discontinued due to negative environmental impact during reporting period | | | | |
|----------------------------------|--|--|---------------------|--------------------|-------|--------|
| GRI 400 – Social Standard Series | | | | | | |
| GRI 401: Employment 2016 | | | | | | |
| 3-3 | Management of Material topics | <ul style="list-style-type: none">– Effective employment management is critical for the success of our organization.– It involves developing and implementing strategies to attract, retain, and develop employees, as well as ensuring that their performance is aligned with the organization’s goals and objectives. | | | | |
| 401-1 | New employee hires and employee turnover | <table><tr><th>New Employee Joined</th><th>Employee Attrition</th></tr><tr><td>281 #</td><td>2,17 %</td></tr></table> | New Employee Joined | Employee Attrition | 281 # | 2,17 % |
| New Employee Joined | Employee Attrition | | | | | |
| 281 # | 2,17 % | | | | | |
| 401-2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees | <ul style="list-style-type: none">– We offers comprehensive benefit packages that are competitive where we do business.– The packages may include medical plans, life and accident insurance and paid leaves. | | | | |
| 401-3 | Parental leave | <ul style="list-style-type: none">– Parental leave includes maternity and paternity leaves.– These leaves are provided as per applicable local / national laws. | | | | |







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GRI 402: Labor/Management Relations 2016

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|---|---|
| 3-3 Management of Material Topics | <p>Our human rights strategy for our business is aligned with the United Nations (UN) Guiding Principles on Business and Human Rights and focuses on</p> <ul style="list-style-type: none"> – Embedding human rights policies into the business – Implementing due diligence processes to identify, prevent, mitigate and account for human rights impacts in our business – Providing remedial actions when needed |
| 402-1 Minimum notice periods regarding operational changes | <ul style="list-style-type: none"> – We are complying with applicable national and/or local legal requirements for minimum notice periods regarding significant operational changes. <p>Communication of such changes generally occurs as part of the ongoing engagement between the company and employee through appointment letters.</p> |
| 403-1 Occupational health and safety management system | <ul style="list-style-type: none"> – Occupational health, safety, and wellbeing pertains to providing and maintaining a work environment that meets or exceeds applicable legal standards for occupational health and safety for employees across the value chain. – It includes the physical security, mental health and wellbeing of employees – Our commitment to occupational health and safety extends to our employees, contractors, and visitors performing work at our location. |
| 403-2 Hazard identification, risk assessment, and incident investigation | <ul style="list-style-type: none"> – Our internal hazard identification, risk assessment and incident investigation processes are required when working on-site. – The company works with internal documents that detail the health and safety requirements that must be followed by all personnel when on-site at our facility. – We have prepared Hazard identification and risk assessment documents and relevant controls. |
| 403-3 Occupational health services | <ul style="list-style-type: none"> – Postings throughout the plant that employees must report a work-related injury or illness to the Safety Officer. – Employees will be given first aid treatment. |
| 403-4 Employee participation, consultation, and communication on occupational health and safety | <ul style="list-style-type: none"> – Our facility has safety committees that guide the development and implementation of safety programs in their operations. – Safety committee ensures all employees are participating in hazard identification and risk assessment process. Employees are consulted for decisions in the area of health and safety. |

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| | | <ul style="list-style-type: none"> Any change in current health and safety management system are communicated to employees through regular trainings. | |
| 403-5 | Employee training on occupational health and safety | <ul style="list-style-type: none"> Various trainings on Safety Orientation, Fire drill, first aid and Fork lift safety is done. |  |
| 403-6 | Promotion of employee health | <ul style="list-style-type: none"> Our Occupational health and safety management system (OHSMS) ensures the work environment within our facilities is safe for our employees and meets or exceeds all regulatory and Company requirements. | |
| 403-7 | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | <ul style="list-style-type: none"> We have robust incident reporting and management system which enables us to quickly notify areas of a significant event, provides a forum to communicate and provide guidance on Corrective Actions. These corrective actions require to make changes, improvements, and implement controls to prevent re-occurrence of these significant incidents. We have a strong health and safety training program for our employees. |  |
| 403-8 | Employees covered by an occupational health and safety management system | 100 % employees are covered | |

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| 403-9 | Work-related injuries | – Injuries are identified and support to employee is given in recovery. Corrective actions are taken to prevent reoccurrence. | |
| 403-10 | Work-related ill health | During periodic medical check up, no illness is identified due to occupational health and safety issue | |

| GRI 404: Training and Education 2016 | | | |
|--------------------------------------|--|--|---|
| 3-3 | Management of material topic | – Our learning strategy is designed to prepare our organization for today and the future and focuses on following key actions: | |
| | | <ul style="list-style-type: none"> • Socialize learning, enabling every employee to be a learner and a teacher • Create skill-based academies to accelerate critical skill development • Modernize our learning approaches, to reinforce lifelong learning, and enable people to learn anytime and anywhere • Introduce tools that know when to nudge learners, track progress, and acknowledge their achievements | |
| 404-1 | Average hours of training per year per employee | - | 3.51 per employee training Hours / year |
| 404-2 | Programs for upgrading employee skills and transition assistance programs | We offer a full calendar of functional/technical, leadership and professional development training opportunities. We may provide reemployment assistance for salaried employees who exit on some types of separation programs. | |
| 404-3 | Percentage of employees receiving regular performance and career development reviews | 100 % | |

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GRI 405: Diversity and Equal Opportunity 2016

- 3-3 Management of material topics
- We want people to thrive. That's why we are dedicated to creating a culture of inclusion where our team members have the sense that they are valued, respected, and can bring their true selves to work – a culture that empowers our people to transform our business.

Diversity of governance bodies and employees

405-1

Board of Directors

1 Male, 1 Female

Whole organization

330 Male, 486 Female

- 405-2 Ratio of basic salary and remuneration of women to men
- 2.99 %



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| GRI 406: Non-discrimination 2016 | | |
|--|--|---|
| 3-3 | Management of material topics | <ul style="list-style-type: none"> – Discrimination is the practice that makes differences between individuals that disadvantage some and advantage others. – Anti-discrimination measures refer to the measures against discrimination. We must promote non-discrimination in the workplace. – We understand that Non discrimination will bring benefits of –Reduces staff turn over, Improves employee engagement, reduces recruitment challenges & Prevent workplace misconduct due to routine education – Regular trainings about prevention of discrimination is being provided to employees |
| 406-1 | Incidents of discrimination and corrective actions taken | No incidents of discrimination is found during reporting period |
| GRI 407: Freedom of Association and Collective Bargaining 2016 | | |
| 3-3 | Management of material topics | <ul style="list-style-type: none"> – We are committed for creating an ethical workplace, maintaining good industrial relations, communications and dialogue and ensuring that all colleagues are treated fairly and equally, in principle and practice. – In doing so, we ensure compliance with laws that ensure freedom of association and the right to engage in collective bargaining. |
| 407-1 | Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | <ul style="list-style-type: none"> – We are granting freedom of association in accordance of local / national law. – We have not encountered any incident / issue related to this material topic yet. |

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| | | |
|--|--|---|
| GRI 408: Child Labor 2016 | | |
| 3-3 | Management of material topics | <ul style="list-style-type: none"> – We do not employ children that falls into the definition as stipulated by ILO Convention, notwithstanding any national law or local regulation; – We comply with all applicable child labour laws, including those related to wages, hours worked, overtime and working conditions; • – We are against all forms of exploitation of children. |
| 408-1 | Operations and suppliers at significant risk for incidents of child labor | No incident of child labor is found during reporting period |
| GRI 409: Forced or compulsory Labor 2016 | | |
| 3-3 | Management of material topics | <ul style="list-style-type: none"> – Forced or compulsory labor refers to all work or service by an individual in which they are coerced to work through the use of violence or intimidation, or by more subtle means such as accumulated debt, retention of identity papers, or threats of denunciation to immigration authorities. – It includes a commitment to ethical recruitment, which is the process of engaging employees fairly, transparently, and based on merit, recognizing that unethical recruitment often leads to forced labor. |
| 409-1 | Operations and suppliers at significant risk for incidents of forced or compulsory labor | We have not come across any incident / issue related to this material topic during reporting period. |
| RI 410: Security Personnel rights 2016 | | |
| 3-3 | Management of material topics | <ul style="list-style-type: none"> – We prohibit use of forced or compulsory labour. – No employee is made to work against his/her will or work as bonded/forced labour, or subject to corporal punishment or coercion of any type related to work. – Employment contracts and other records, documenting all relevant details of the employees, including age, are maintained at all units and are open to verification by any authorised personnel or relevant statutory body. |
| 410-1 | Security personnel trained in human rights policies or procedures | All security personnel are trained in human right policies or procedures as they are regular employees |

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| GRI 411: Rights of Indigenous Peoples 2016 | | |
| 411-1 | Incidents of violations involving rights of indigenous peoples | We have not encountered any incident / issue related to this material topic. |
| GRI 413: Local Communities 2016 | | |
| 413-1 | Operations with local community engagement, impact assessments, and development programs | <ul style="list-style-type: none"> – As per applicable law, we invest in partnerships and programs across three impact areas: essential services, education for the future of work, and entrepreneurship. – Programming is designed to ensure people have equitable opportunities to progress and move forward. |
| 413-2 | Operations with significant actual and potential negative impacts on local communities | We have not encountered any incident / issue related to this material topic during reporting period |
| GRI 414: Supplier Social Assessment 2016 | | |
| 3-3 | Management of material topic | <ul style="list-style-type: none"> – We have integrated supplier CSR assessment into supplier sourcing decisions that includes supplier social assessment. – We have developed our CSR Self-Assessment Questionnaire & we are requesting suppliers to complete and share responses with us. – In addition to self assessment questionnaire, following practices are incorporated <ul style="list-style-type: none"> • Supplier Code of Conduct • Supplier audits |
| 414-1 | New suppliers that were screened using social criteria | 100 % new suppliers are screened with social criteria |
| 414-2 | Negative social impacts in the supply chain and actions taken | We have not encountered any incident / issue related to this material topic. |

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| GRI 415: Public Policy 2016 | | |
| 415-1 | Political contributions | We do not make corporate contributions to political candidates or political organizations. Company resources are not used for the purpose of electing candidates to public office. |
| GRI 416: Customer Health and Safety 2016 | | |
| 3-3 | Management of material topics | Safety instructions and Safety warning signs are provided with the product. |
| 416-1 | Assessment of the health and safety impacts of product and service categories | No customer health and safety related incidents are reported during disclosure period |
| 416-2 | Incidents of non-compliance concerning the health and safety impacts of products and services | We have not come across any incident / issue related to this material topic during reporting period. |
| GRI 417: Marketing and Labeling 2016 | | |
| 417-1 | Requirements for product and service information and labeling | Marking and Labelling is followed as per applicable legal requirements and Product certifications |
| 417-2 | Incidents of non-compliance concerning product and service information and labeling | |
| 417-3 | Incidents of non-compliance concerning marketing communications | |
| GRI 418: Customer Privacy 2016 | | |
| 418-1 | Substantiated complaints concerning breaches of customer privacy and losses of customer data | We have not come across any incident / issue related to this material topic during reporting period. |

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| ESG Key Performance Indicators for period of January 2024 to December 2024 | | |
|--|--|----------------------|
| Sr No | Key Performance Indicator | Result for year 2024 |
| 1. | Corruption & Bribery Incidents | Not found |
| 2. | Money laundering incidents | Not found |
| 3. | Incidents related to conflict of interest | Not found |
| 4. | Incidents related to fraud | Not found |
| 5. | Information security incidents | Not found |
| 6. | Whistle blower incidents | Not found |
| 7. | Incidents related to customer health & safety | 0 incidents |
| 8. | Days lost due to Health and safety incidents | 10 days |
| 9. | Incidents of Child Labor | 0 incidents |
| 10. | Incidents of Forced Labor | 0 incidents |
| 11. | Incidents of Discrimination | 0 incidents |
| 12. | Incidents of Harassment | 0 incidents |
| 13. | Coverage of employees under health Insurance | 100 % |
| 14. | Coverage of employees in Skill Development Trainings | 100 % |
| 15. | Coverage of employees under annual appraisals | 100 % |
| 16. | Participation of women in whole organization | 59.55 % |
| 17. | Participation of women in Board of Director | 50 % |
| 18. | Participation of women in Senior Management | 41.46 % |