ESG KPI ROAD MAP UP TO 2030

YASH TECHNOLOGIES PVT LTD

www.yash.com

YASH TECHNOLOGIES PVT LTD (GROUP) acknowledges its vital role in advancing sustainable development, viewing it not only as a corporate duty but also as a strategic opportunity to drive positive change. Our commitment goes beyond adhering to regulatory standards and transparency requirements, embedding sustainability at the core of our operations. Through these efforts, we aim to benefit our employees, clients, suppliers, investors, stakeholders, and the broader community.

In 2023, **YASH TECHNOLOGIES PVT LTD (GROUP)** undertook a materiality assessment in accordance with the Global Reporting Initiative (GRI) 2021 guidelines. Based on this assessment, the ESG KPI Roadmap is prepared, monitored and reported "**in Accordance with the Global Reporting Initiative (GRI) Universal Standard 2021**", for 2025. These KPIs outline specific goals that emphasize our dedication to sustainable growth and align with the United Nations Sustainable Development Goals (SDGs).

Environmental (E)

- Emissions
- Energy
- Water
- Waste
- Certifications

Social (S)

- Employment
- Human Rights
- Gender Equality
- Health & Safety
- Corporate Social Resp
- Certifications

Governance (G)

- Board Diversity
- Ethical Practices
- Customer Health and Safety
- Value Chain
- Certifications

APPLICABILITY

This ESG KPI Roadmap applies to all entities, offices, facilities, joint ventures, subsidiaries, and stakeholders of Yash Technologies Group across Asia, Australia, the Middle East & Africa, North America, the United States, and Europe, with all reported data representing the locations mentioned below.

The Roadmap extends to all stakeholders, including employees, workers, contractors, subcontractors, suppliers, and business partners.

Region	Country	Office Address
Asia	India	201-205 Bansi Trade Center,, 581/5 M. G. Road, Indore, Madhya Pradesh 452001
		STP-1, Ground Floor, IT/ITES- SEZ, Near Bhawar Kuwan Square, Indore, Madhya Pradesh 452001
		Plot No. 1, Scheme Number 166, Super Corridor Road, Indore, Madhya Pradesh 452005
		702, 7th Floor, Campus C, RMZ Centennial, Survey No. 74 & 77, Doddanakudi Village, Krishnarajapuram, Hobli, Bengaluru, Karnataka 560048
		Awfis, Primus Building, Door No. SP – 7A, Guindy Industrial Estate, SIDCO Industrial Estate, Guindy Chennai, Tamil Nadu 600032 (Office Space)
		C/o Sundew Properties Limited (SEZ Developer), Office 1,2,3 & 4 (2nd Office Floor), 6th Floor Building #20, Raheja Mind space, Cyberabad, Madhapur, Telangana 500081
		C/o Sundew Properties Limited (SEZ Developer), 10th Floor Building #20, Raheja Mind space, Cyberabad, Madhapur, Telangana 500081

		UrbanWrk, 10th Floor, Building No 10, Raheja Mindspace, Hitech City, Madhapur, Telangana 500081
		Wing A & B, Level 2, Tower No.1, Cyber City, Magarpatta City, Hadapsur, Pune, Maharashtra 411013
		Plot No. 23/1, IT & ITES SEZ (MIDC), Rajiv Gandhi InfoTech Park, Hinjewadi, Phase – III, Pune, Maharashtra 411057
	China	Suite 2006 20/F, Hua Qin International Building, 340 Queen's Road Central, Hong Kong 999077
	Malaysia	C-05-02 , C-05-3A, C-05-10,C-05-12, iTech Tower, Jalan Impact, Cyber 6, Cyberjaya, Selangor Darul Ehsan 63000
	Singapore	17 Phillip Street, #05-01 Grand Building, Singapore 048695
	Thailand	87/1 Capital Tower, All Seasons Place, 16th Floor, Unit 1603 -6, Wireless Road, Lumpini Sub-district, Pathumwan District, Bangkok, Thailand 10330
Australia	Australia	C/o Crown Corporate Services, Level 35, Tower One, Barangaroo, Sydney, New South Wales 2000
		Level 5/121 King William St, Adelaide, South Australia 5000
		22nd Floor, Northbank Plaza, 69 Ann Street, Brisbane, Queensland 4000
		Rialto, Level 27, South Tower, 525, Collins Street, Melbourne, Victoria 3000
		Level 27, St Martins Tower, 44 St Georges Terrace, Perth, Western Australia 6000
Europe	Finland	Bertel Jungin aukio 5, Espoo, Southern Finland province 02600
	Germany	Konrad-Zuse-Ring 28, Mannheim, Baden-Württemberg, 68163
	Netherland	Prinsengracht 697-2, Amsterdam, North Holland 1017 JV
		Hullenberweg 278-308, Amsterdam, North Holland 1101 BV

	Poland	ul. Domaniewska 37, Warszawa, Poland 02-672
	Romania	Soseaua Mihai Bravu n Subsol, Modul S083, Sector 3, Bucharest, Southeastern Romania
	Swedan	Sveavägen 33, 3rd Floor, 111 34 Stockholm
	United Kingdom	Level 8, One Canada Square, Canary Wharf, London E14 5AA, United Kingdom
Middle East & Africa	UAE	Office 3602, 36th Floor, Al Shatha Towers, Dubai Internet City, Dubai, P.O.Box 501714
		Office 848, Al Ansari Building, Khalifa Street, Abu Dhabi, P.O.Box 28346
	Egypt	34A Al-Multaqa Al-Arabi District, 2nd Floor Office 201 Helioplis Division, Sheraton ,Cairo, P.O.Box 11799
	Lebanon	Office Unit No. 1291, Section 4 Sarba, Lebanon
	Oman	5th Floor Office A5, Bank Sohar Building Dohat Al Adab Street, Al Khuwair P.O. Box 395, PC 118, Muscat
	Saudi Arabia	5th Floor, Balhamer Business Gate, Ash Shati Ash Sharqi 8196, Dammam, P.O.Box 32414
	State of Qatar	Office 1111, 11th Floor, Marina Twin Towers, Tower B, Regus Doha Twin Towers. Lusail, State of Qatar P.O. Box 301477
North America	USA	841 Avenue of the Cities, East Moline IL, 61244
		4801 E Independence Blvd, Suite #900, Charlotte, North Carolina 28212
		333 N. Michigan Avenue, Suite #800, Chicago, Illinois 60601
		455 Avenue of the Cities, East Moline, Illinois 61244
		7760 France Ave S, Suite #1100, Minneapolis, Minnesota 55435

		2000 W Pioneer Pkwy, Suite #16, Peoria, Illinois 61615,
		211 College Road East, Suite #102, Princeton, New Jersey 08540
		Y & L Consulting, Inc., A YASH Technologies Company, 5750 Epsilon, San Antonio, Texas 78249
		3 City Place Drive, Suite #520, St. Louis, Missouri 63141
		17406 Royalton Rd., Suite #104, Strongsville, Ohio 44136
		Aurora Business Park, Building 15, 4408 114th Street, Urbandale, Iowa 50322
		400 Tradecenter Drive, Suite #4880, Woburn, Massachusetts 01801
	Canada	350 Burnhamthorpe Rd. West, Suite #200, Office 28, Mississauga, Ontario L5B 3J1

RESPONSIBILITIES

The Environment and Safety head is responsible to track and update the Environmental KPIs once in a month and every quarter and provide the update to Management of the company.

The Human Resource Head is responsible to track and update the Social and Governance KPIs once in a month and every quarter and provide the update to Management of the company.

The Procurement Head is responsible to track and update the Sustainable Procurement KPIs once in a month and every quarter and provide the update to Management of the company.

PERIOD OF REVIEW

At **YASH TECHNOLOGIES PVT LTD (GROUP)**, the outlined Key Performance Indicators (KPIs) will be regularly assessed to ensure alignment with our strategic goals and operational efficiency. These assessments will occur both monthly and quarterly, allowing for timely adjustments and strengthening our focus on achieving set objectives.

We will closely monitor cumulative progress against the KPIs, making updates as necessary. This structured review process provides a clear view of our overall performance, identifying any areas needing further attention or improvement.

The review schedule is aligned with our annual target completion deadlines of December 31, 2024, and December 31, 2030 for the calendar years 2024 and 2030 respectively, for the respective calendar years. These milestones act as critical reference points for evaluating our year-long performance and strategic initiatives. This approach enables a systematic and comprehensive assessment of our progress towards achieving our set objectives, fostering consistent growth and long-term success.

GUIDELINESS FOLLOWED

1) Global Reporting initiative Standard

The company has meticulously followed this standard to evaluate, monitor and report the data and information in **Accordance with the Global Reporting Initiative (GRI) Universal Standards 2021,** ensuring our sustainability metrics align with the world's most widely recognized framework for transparency and accountability. This approach allows us to not only measure our environmental, social, and governance (ESG) impacts accurately but also to benchmark our progress against global best practices. By following GRI Standards, we aim to offer a clear, consistent, and comparative overview of our sustainability performance, facilitating informed stakeholder engagement and underscoring our commitment to making a tangible, positive impact on both the planet and our communities.

1.GRI Alignment Table for Environmental KPIs

GRI Standard	Indicator	Description
GRI 305: Emissions	305-1, 305-2, 305-3, 305-4, 305-5	Tracks Scope 1, Scope 2, Scope 3 GHG emissions, GHG emissions intensity, and reduction targets.
GRI 302: Energy	302-1, 302-4	Captures energy consumption, reductions achieved, and renewable energy usage.
GRI 306: Waste	306-2, 306-4	Tracks total waste generated, waste diverted from landfills, and waste recovered.

GRI 301: Materials	301-2, 301-3	Measures the use of recycled materials, reporting on end-of-life treatment, and customer returns.
GRI 303: Water	303-3, 303-5	Water withdrawal, Water consumption

2.GRI Alignment Table for Social KPIs

GRI Standard	Indicator	Description
GRI 408: Child Labour	408-1	Tracks incidents and risks of child labour across operations and suppliers.
GRI 409: Forced Labour	409-1	Tracks incidents and risks of forced labour across operations and suppliers.
GRI 401: Employment	401-1, 401-2	Measures turnover rate, new hires, and employee benefits coverage.
GRI 404: Training and Education	404-1, 404-2, 404-3	Tracks total training hours, training hours per employee, career management programs, and performance reviews.
GRI 202: Market Presence	202-1, 202-2	Tracks wages compared to minimum/living wages, subcontractor wage compliance, and local hiring practices.
GRI 405: Diversity and Equal Opportunity	405-1, 405-2	Tracks workforce diversity, gender balance, representation of minorities, and gender pay equality.
GRI 403: Occupational Health and Safety	403-1, 403-2, 403-5	Tracks health and safety committee representation, injuries, lost time incidents, and health & safety training.

GRI 412: Human Rights Assessments	412-1, 412-2	Tracks human rights impact assessments and training provided on human rights policies.
GRI 406: Non-discrimination	406-1	Tracks reported cases of discrimination and corrective actions taken.
GRI 413: Local Communities	413-1, 413-2	Tracks social initiatives and incidents of non-compliance with working condition principles.

3.GRI Alignment Table for Governance KPIs:

GRI Standard	Indicator	Description
GRI 205: Anti-Corruption	205-1, 205-2, 205-3	Tracks operations assessed for corruption risks, anti-corruption training, and reported incidents of corruption and bribery.
GRI 418: Customer Privacy	418-1	Tracks complaints, confirmed incidents, and trading partners' due diligence on information security.
GRI 308: Supplier Environmental Assessment	308-1, 308-2	Tracks suppliers evaluated for ESG performance and integration of sustainability clauses in contracts.
GRI 414: Supplier Social Assessment	414-1, 414-2	Tracks CSR reporting, assessments, non-conformities, and corrective actions among suppliers.
GRI 307: Environmental Compliance	307-1	Tracks complaints on violations of collective bargaining agreements and audits for business ethics compliance.

GRI 404: Training and Education	404-1	Tracks workforce training on business ethics issues and employee feedback on training sessions.

2) Green House Gas Protocol

In aligning our greenhouse gas (GHG) emissions tracking and reporting processes, the company rigorously follows the principles and guidelines set forth by the Greenhouse Gas Protocol. This comprehensive standard enables us to accurately quantify and manage our GHG emissions across different scopes, providing a clear framework for emission reduction initiatives and sustainability strategies. Adopting the GHG Protocol not only enhances our environmental stewardship but also ensures our emissions data is transparent, verifiable, and in harmony with global efforts to combat climate change.

ENVIRONMENTAL

ESG Area	2022 Baseline	2023 Reporting	2024 Reporting	2030 Target	UN - SDGs
Greenhouse Gas (GHG) (Carbon Footprint or intensity)	Scope 1 GHG (tCO_2eq) **36.61**	Scope 1 GHG (tCO2eq) 0.2% Reduction **36.53 / 305.3**	Scope 1 GHG (tCO2eq) 0.5% Reduction (Target / Performance) **36.42 / 28.79**	Scope 1 GHG (tCO2eq) 3% Reduction (Target / Actual) **35.51 /**	13 CLIMATE ACTION
	Scope 2 GHG (tCO2eq) **1295.59**	Scope 2 GHG (tCO2eq) 0.2% Reduction (Target / Actual) **1293/1917.27**	Scope 2 GHG (tCO2eq) 0.5% Reduction (Target / Performance) **1289.11/ 2236.44**	Scope 2 GHG (tCO2eq) 3% Reduction (Target / Actual) **1256.72 /**	
	Scope 3 GHG (tCO2eq) **2865.99**	Scope 3 GHG (tCO2eq) 0.2% Reduction (Target / Actual) **2860.26/ 2519.84**	Scope 3 GHG Emission 0.5% reduction (tCO2eq) (Target / Performance) **2,851.66/ 2292.07**	Scope 3 GHG (tCO2eq) 3% Reduction(Target / Actual) **2780.01/**	
	Scope 3 Downstream GHG Emission (tCO2eq) **0.14**	Scope 3 Downstream GHG Emission (tCO2eq) 0.2% Reduction (Target / Actual) **0.139 / 1.88**	Scope 3 downstream GHG Emission (tCO2eq) 0.5% Reduction (Target / Performance) **0.139 / 0.49**	Scope 3 Downstream GHG Emission (tCO2eq) 3% Reduction (Target / Actual) **0.136 /**	
	Scope 3 Upstream GHG Emission (tCO2eq)	Scope 3 Upstream GHG Emission (tCO2eq)	Scope 3 Upstream GHG Emission (tCO2eq) (Target /	Scope 3 Upstream GHG Emission (tCO2eq)	

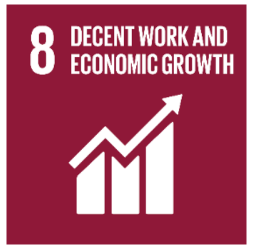
	5.07	0.2% Reduction (Target / Actual) 5.06/ 6.44	Performance) 0.5% Reduction 5.04 / 8.68	3% Reduction (Target / Actual) 4.91 /	
	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr.) 0.472	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr.) 0.2% Reduction (Target / Actual) 0.471 / 0.6425	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr.) 0.5% Reduction (Target / Actual) 0.47 / 0.63	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (Cr.) 3% Reduction (Target / Actual) 0.457	13 CLIMATE ACTION
	People Trained on GHG (Manhours) 167	People Trained on GHG (Manhours) (Target / Actual) 175/193	# People Trained on GHG (Manhours) (Target / Actual) 200 / 240	People Trained on GHG (Manhours) (Target / Actual) 210 /	
Environmental Complaints	# of Complaints NIL	# of Complaints NIL / NIL	# of Complaints NIL / NIL	# of Complaints NIL	
Environmental Certificate / Assessment	Percentage of operational sites certified with ISO 14001 0 %	Percentage of operational sites certified with ISO 14001 (Target / Actual) 0 % / 0%	Percentage of operational sites certified with ISO 14001 (Target / Actual) 40 % / 0%	Percentage of operational sites certified with ISO 14001 (Target / Actual) 100 %	
	% of operational sites for an environmental risk assessment has been conducted 100 %	% of operational sites for an environmental risk assessment has been conducted (Target / Actual) 100 % / 100%	% of operational sites for an environmental risk assessment has been conducted (Target / Actual) 100 % / 100%	% of operational sites for an environmental risk assessment has been conducted (Target / Actual) 100 % /	
Energy	Total Energy consumed from electricity (in KWH)	Total Energy consumed from electricity (in KWH) (Target / Actual)	Total Energy consumed from electricity (in KWH) (Target / Actual)	Total Energy consumed from electricity (in KWH) (Target / Actual)	

	2131807	20,25,216 / 31,54,919	18,12,035 / 34,30,232	15,98,855/	
	Total Renewable Energy Consumption (in Kwh) 0	Total Renewable Energy Consumption (in Kwh) (Target / Actual) 0 / 0	Total Renewable Energy Consumption (in Kwh) (Target / Actual) 106590 / 0	Total Renewable Energy Consumption (in Kwh) (Target / Actual) 106590 /	13 CLIMATE ACTION
	Total Energy Consumption (in Kwh) 2131807	Total Energy Consumption (in Kwh) (Target / Actual) 20,25,216 / 31,54,919	Total Energy Consumption (in Kwh) (Target / Actual) 18,24,035 / 34,30,232	Total Energy Consumption (in Kwh) (Target / Actual) 16,00,355 /	
	Renewable Energy against Total Energy (%) 0 %	Renewable Energy against Total Energy (%) 0% / 0%	Renewable Energy against Total Energy (%) 2% / 0%	Renewable Energy against Total Energy (%) 5% /	
	People Trained on Energy Efficiency (Manhours) 950	People Trained on Energy Efficiency (Manhours) (Target / Actual) 1000 / 1083	People Trained on Energy Efficiency (Manhours) (Target / Actual) 1200 / 1320	People Trained on Energy Efficiency (Manhours) (Target / Actual) 1500 /	
Water	Total Water consumption (in Kilo Litres / Year) 13475.15	Total Water consumption (in Kilo Litres / Year) (Target / Actual) 12,801/25210.92	Total Water consumption (in Kilo Litres / Year) (Target / Actual) 11453 / 30,047.44	Total Water consumption (in Kilo Litres / Year) (Target / Actual) 10106/	6 CLEAN WATER AND SANITATION

	Total Rain Water Harvested (in Kilo Litres / Year) 3.4	Total Rain Water Harvested (in Kilo Litres) (Target / Actual) 4.0 / 4.78	Total Rain Water Harvested (in Kilo Litres) (Target / Actual) 5.0 / 5.23	Total Rain Water Harvested (in Kilo Litres) (Target / Actual) 10 /	
	Total water consumption per employee (in Litres / Employee / Day) 11	Total water consumption per employee (in Litres / Employee) (Target / Actual) 9.5 / 9	Total water consumption per employee (in Litres / Employee) (Target / Actual) 8.5 / 3.16	Total water consumption per employee (in Litres / Employee) (Target / Actual) 8.5 /	
	People Trained on Water Efficiency (Manhours) 950	People Trained on Water Efficiency (Manhours) 1000 / 1083	People Trained on Water Efficiency (Manhours) 1200 / 1315	People Trained on Water Efficiency (Manhours) 1500 /	
Waste Generation	Total Waste Generated (in Metric Tonnes) 84.39	Total Waste Generated (in Metric Tonnes) (Target / Actual) 83.55/ 42.46	Total Waste Generated (in Metric Tonnes) (Target / Actual) 82.70 / 36.51	Total Waste Generated (in Metric Tonnes) (Target / Actual) 79.32 /	
	Total Hazardous Waste Generation (in Metric Tonnes) 0.02	Total Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 0.0195 / 3.05	Total Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 0.017/ 2.54	Total Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 0.015/	
	Total non-Hazardous Waste Generation (in Metric Tonnes) 84.37	Total non-Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 80.15/39.41	Total non-Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 44.047/ 33.97	Total non-Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 38.865 /	

	Total Waste recovered in a year (in Metric Tonnes / Year) **2.55**	Total Waste recovered in a year (in Metric Tonnes / Year) (Target / Actual) **2.1 / 2.12**	Total Waste recovered in a year (in Metric Tonnes / Year) (Target / Actual) **2.2 / 1.81**	Total Waste recovered in a year (in Metric Tonnes / Year) (Target / Actual) **3 /**	
	Percentage of overall company waste redirected away from landfills. (%) **93.3%**	Percentage of overall company waste redirected away from landfills. (%)(Target / Actual) **95% /100%**	Percentage of overall company waste redirected away from landfills. (%)(Target / Actual) **97%/ 100%**	Percentage of overall company waste redirected away from landfills. (%) **100% /**	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Sustainable Sourcing	% of Employees / Procurement staff Trained Sustainable Sourcing of Raw material **15%**	% of Employees / Procurement staff Trained Sustainable Sourcing of Raw material (Target / Actual) **50% / 55%**	% of Employees / Procurement staff Trained Sustainable Sourcing of Raw material (Target / Actual) **100% / 100%**	% of Employees / Procurement staff Trained Sustainable Sourcing of Raw material (Target / Actual) **100% /**	
Training	% of total workforce received training on environmental issues **100%**	% of total workforce received training on environmental issues (Target / Actual) **100% / 100%**	% of total workforce received training on environmental issues (Target / Actual) **100% / 100%**	% of total workforce received training on environmental issues (Target / Actual) **100% /**	

Social

ESG Area	2022 Baseline	2023 Performance	2024 Reporting	2030 Target	UN - SDGs
Employment	Child Labour incidents within the organization **NIL**	Child Labour incidents within the organization (Target / Actual) **NIL / NIL**	Child Labour incidents within the organization (Target / Actual) **NIL / NIL**	Child Labour incidents within the organization (Target / Actual) **NIL /**	
	Forced Labour incidents within the organization **NIL**	Forced Labour incidents within the organization (Target / Actual) **NIL / NIL**	Forced Labour incidents within the organization (Target / Actual) **NIL / NIL**	Forced Labour incidents within the organization (Target / Actual) **NIL /**	
	Number of human trafficking incidents **NIL**	Number of human trafficking incidents (Target / Actual) **NIL / NIL**	Number of human trafficking incidents (Target / Actual) **NIL / NIL**	Number of human trafficking incidents (Target / Actual) **NIL /**	
	% of employees trained on Labor exploitation **100% /**	% of employees trained on Labor exploitation (Target / Actual) **100% / 100%**	% of employees trained on Labor exploitation (Target / Actual) **100% / 100%**	% of employees trained on Labor exploitation (Target / Actual) **100% /**	
	Number of training sessions conducted on Labor exploitation	Number of training sessions conducted on Labor exploitation (Target / Actual)	Number of training sessions conducted on Labor exploitation (Target / Actual)	Number of training sessions conducted on Labor exploitation (Target / Actual)	

	20	20/ 22	20/ 25	20/	
	% of operational sites with a labor exploitation risk assessment conducted >90%	% of operational sites with a labor exploitation risk assessment conducted (Target / Actual) >90% / 92%	% of operational sites with a labor exploitation risk assessment conducted (Target / Actual) >90% / 92%	% of operational sites with a labor exploitation risk assessment conducted (Target / Actual) >90% /	
	Attrition Ratio (%) 24 %	Attrition Ratio (%) (Target / Actual) 25% / 17%	Attrition Ratio (%) (Target / Actual) 25% / 21%	Attrition Ratio (%) (Target / Actual) 25%/	
	Total Training Hours of employees 61,429	Total Training Hours of employees (Target / Actual) 60,000 / 66,652	Total Training Hours of employees (Target / Actual) 65,000 /72,384	Total Training Hours of employees (Target / Actual) 70,000 /	
	Total Training Hours per employee 7.5	Total Training Hours per employee (Target / Actual) 7 / 8.90	Total Training Hours per employee (Target / Actual) 10 / 10.2	Total Training Hours per employee (Target / Actual) 10/	
	Pay ratio between the highest-paid person and the median employee (%) 6:1	Pay ratio between the highest-paid person and the median employee (%) (Target / Actual) 5:1 / 5.2:1	Pay ratio between the highest-paid person and the median employee (%)(Target / Actual) 5:1/ 5:1	Pay ratio between the highest-paid person and the median employee (%)(Target / Actual) 5:1 /	

	Average unadjusted gender pay gap (Woman to man %) **0%**	Average unadjusted gender pay gap (Woman to man %) (Target / Actual) **0% / 0%**	Average unadjusted gender pay gap (Woman to man %) (Target / Actual) **0%/ 0%**	Average unadjusted gender pay gap (Woman to man %) (Target / Actual) **0% /**	
	% of People with Disability **2%**	% of People with Disability (Target / Actual) **3% / 3%**	% of People with Disability (Target / Actual) **3% / 5%**	% of People with Disability (Target / Actual) **5% /**	
	% of Local People (%) **100 %**	% of Local People (%)(Target / Actual) **100% / 100%**	% of Local People (%)(Target / Actual) **100% / 100%**	% of Local People (%)(Target / Actual) **100%/**	8 DECENT WORK AND ECONOMIC GROWTH
	% of Vulnerable / Marginalized People at Top Management level (Executive) (%) **0%**	% of Vulnerable / Marginalized People at Top Management level (Executive) (%) **0%/ 0%**	% of Vulnerable / Marginalized People at Top Management level (Executive) (%) **0%/ 0%**	% of Vulnerable / Marginalized People at Top Management level (Executive) (%) **0%/**	
	% of Vulnerable / Marginalized People in Whole organization (%) **0%**	% of Vulnerable / Marginalized People in Whole organization (%) **0%/ 0%**	% of Vulnerable / Marginalized People in Whole organization (%) **0%/ 0%**	% of Vulnerable / Marginalized People in Whole organization (%) **0%/**	
	Average Training Hours per employee per year (hours) **40**	Average Training Hours per employee per year (hours) (Target / Actual) **36 / 40**	Average Training Hours per employee per year (hours) (Target / Actual) **40 / 40**	Average Training Hours per employee per year (hours) (Target / Actual) **40 /**	

	Average Training Hours per employee per month (hours) **0.41**	Average Training Hours per employee per month(hours) (Target / Actual) **0.58 / 0.59**	Average Training Hours per employee per month(hours) (Target / Actual) **0.83/0.89**	Average Training Hours per employee per month (hours) (Target / Actual) **1/**	
Health & Safety Incidents / Accidents -	% of operational sites an employee health & safety risk assessment has been conducted **100%**	% of operational sites an employee health & safety risk assessment has been conducted (Target / Actual) **100% / 100%**	% of operational sites an employee health & safety risk assessment has been conducted (Target / Actual) **100% / 100%**	% of operational sites an employee health & safety risk assessment has been conducted (Target / Actual) **100% /**	
	# of Work-related Incidents **0**	# of Work-related Incidents **0 / 0**	# of Work-related Incidents **0 / 0**	# of Work-related Incidents **0 /**	
	# of Fatal Incidents **0**	# of Fatal Incidents **0 / 0**	# of Fatal Incidents **0 / 0**	# of Fatal Incidents **0 /**	
	Number of days lost to work-related injuries, fatalities and ill health **0**	Number of days lost to work-related injuries, fatalities and ill health **0 / 0**	Number of days lost to work-related injuries, fatalities and ill health **0 / 0**	Number of days lost to work-related injuries, fatalities and ill health **0 /**	
	People Trained on Health & Safety (in Manhours) **1000**	People Trained on Health & Safety (in Manhours) (Target / Actual) **2000 / 2603**	People Trained on Health & Safety (in Manhours) (Target / Actual) **3000/ 3600**	People Trained on Health & Safety (in Manhours) (Target / Actual) **3200 /**	

	% of employees trained on Health and Safety at workplace 100%	% of employees trained on Health and Safety at workplace (Target / Actual) 100% / 100%	% of employees trained on Health and Safety at workplace (Target / Actual) 100% / 100%	% of employees trained on Health and Safety at workplace (Target / Actual) 100% /	
	Number of Risk Assessment conducted in year (H&S) 1	Number of Risk Assessment conducted in year (H&S) 1/1	Number of Risk Assessment conducted in year (H&S) 1/1	Number of Risk Assessment conducted in year (H&S) 1 /	
Human Rights	# of Complaints reported on Child Labour / Human Trafficking NIL	# of Complaints reported on Child Labour / Human Trafficking NIL / NIL	# of Complaints reported on Child Labour / Human Trafficking (Target / Actual) NIL / NIL	# of Complaints reported on Child Labour / Human Trafficking (Target / Actual) NIL /	10 REDUCED INEQUALITIES
	# of Complaints reported on Sexual Harassment NIL	# of Complaints reported on Sexual Harassment NIL / NIL	# of Complaints reported on Sexual Harassment (Target / Actual) NIL / NIL	# of Complaints reported on Sexual Harassment (Target / Actual) NIL /	
	# of Complaints reported on Discrimination (Internal) NIL	# of Complaints reported on Discrimination (Internal) NIL / NIL	# of Complaints reported on Discrimination (Internal) (Target / Actual) NIL / NIL	# of Complaints reported on Discrimination (Internal) (Target / Actual) NIL /	
	# of Complaints reported on Discrimination by Suppliers NIL	# of Complaints reported on Discrimination by Suppliers NIL / NIL	# of Complaints reported on Discrimination by Suppliers (Target / Actual) NIL / NIL	# of Complaints reported on Discrimination by Suppliers (Target / Actual) NIL /	

	# of Complaints reported on Discrimination by Customers NIL	# of Complaints reported on Discrimination by Customers NIL / NIL	# of Complaints reported on Discrimination by Customers (Target / Actual) NIL / NIL	# of Complaints reported on Discrimination by Customers (Target / Actual) NIL /	
	# of Complaints reported on Discrimination by Other Stakeholders NIL	# of Complaints reported on Discrimination by Other Stakeholders NIL / NIL	# of Complaints reported on Discrimination by Other Stakeholders (Target / Actual) NIL / NIL	# of Complaints reported on Discrimination by Other Stakeholders (Target / Actual) NIL /	
	Numbers of confirmed Harassment incident 0	Numbers of confirmed Harassment incident (Target / Actual) 0 / 0	Numbers of confirmed Harassment incident (Target / Actual) 0 / 0	Numbers of confirmed Harassment incident (Target / Actual) 0 /	
	Numbers of confirmed Discrimination incident (Target / Actual) 0	Numbers of confirmed Discrimination incident (Target / Actual) 0 / 0	Numbers of confirmed Discrimination incident (Target / Actual) 0 / 0	Numbers of confirmed Discrimination incident 0 /	
	# of Complaints reported on Data Privacy / Security (Internal) NIL	# of Complaints reported on Data Privacy / Security (Internal) NIL / NIL	# of Complaints reported on Data Privacy / Security (Internal) NIL / NIL	# of Complaints reported on Data Privacy / Security (Internal) NIL /NIL	
	# of Complaints reported on Data Privacy / Security by Suppliers NIL	# of Complaints reported on Data Privacy / Security by Suppliers NIL / NIL	# of Complaints reported on Data Privacy / Security by Suppliers NIL / NIL	# of Complaints reported on Data Privacy / Security by Suppliers NIL /NIL	

	# of Complaints reported on Data Privacy / Security by Customers NIL	# of Complaints reported on Data Privacy / Security by Customers NIL / NIL	# of Complaints reported on Data Privacy / Security by Customers NIL / NIL	# of Complaints reported on Data Privacy / Security by Customers NIL /NIL	
	# of Complaints reported on Data Privacy / Security by Other Stakeholders NIL	# of Complaints reported on Data Privacy / Security by Other Stakeholders NIL / NIL	# of Complaints reported on Data Privacy / Security by Other Stakeholders NIL / NIL	# of Complaints reported on Data Privacy / Security by Other Stakeholders NIL /NIL	10 REDUCED INEQUALITIES
	People Trained on Human Rights (%) 85 %	People Trained on Human Rights (%) (Target / Actual) 100% / 100%	People Trained on Human Rights (%) (Target / Actual) 100/100%	People Trained on Human Rights (%) (Target / Actual) 100%/	
	People Trained on overall Career Management and Skill Development\ (Manhours) 9,430	People Trained on overall Career Management and Skill Development\ (Manhours) (Target / Actual) 12000 / 13240	People Trained on overall Career Management and Skill Development\ (Manhours) (Target / Actual) 13500/14440	People Trained on overall Career Management and Skill Development\ (Manhours) (Target / Actual) 17,500/	
	People Trained on Skill Development(%) 100%	People Trained on Skill Development(%) (Target / Actual) 100%/100%	People Trained on Skill Development(%) (Target / Actual) 100%/100%	People Trained on Skill Development(%) (Target / Actual) 100%/	
	Awareness Session conducted on Career Management	Awareness Session conducted on Career Management (Target / Actual)	Awareness Session conducted on Career Management (Target / Actual)	Awareness Session conducted on Career Management (Target / Actual)	

	2	2/2	2/2	2 /	
	Total numbers of employees received regular performance and career development reviews (%) **100%**	Total numbers of employees received regular performance and career development reviews (Target / Actual) (%) **100% / 100%**	Total numbers of employees received regular performance and career development reviews (Target / Actual) (%) **100% / 100%**	Total numbers of employees received regular performance and career development reviews (Target / Actual) (%) **100% /**	
	Total numbers of employees received personal development plan (%) **100%**	Total numbers of employees received personal development plan (Target / Actual) (%) **100% / 100%**	Total numbers of employees received personal development plan (Target / Actual) (%) **100% / 100%**	Total numbers of employees received personal development plan (Target / Actual) (%) **100% /**	
	% of the total workforce covered by formally-elected employee representatives **100%**	% of the total workforce covered by formally-elected employee representatives (target / Actual) **100%/100%**	% of the total workforce covered by formally-elected employee representatives (target / Actual) **100%/100%**	% of the total workforce covered by formally-elected employee representatives (target / Actual) **100%/**	
	% of the total workforce covered by formal collective agreements on working conditions **100%**	% of the total workforce covered by formal collective agreements on working conditions (Target / Actual) **100%/100%**	% of the total workforce covered by formal collective agreements on working conditions (Target / Actual) **100%/100%**	% of the total workforce covered by formal collective agreements on working conditions (Target / Actual) **100%/**	
	External Stakeholder Human Rights Impact Reporting Compliance Count (%)	External Stakeholder Human Rights Impact Reporting Compliance Count (%)	External Stakeholder Human Rights Impact Reporting Compliance Count (%)	External Stakeholder Human Rights Impact Reporting Compliance Count (%)	

	100 %	(Target / Actual) 100 % / 100%	(Target / Actual) 100 % / 100%	(Target / Actual) 100 % /	
	Count of internal job Transfers 80%	Count of internal job Transfers 82%	Count of internal job Transfers 85%/83%	Count of internal job Transfers 80%	
Gender Equality	Gender balance of Total Workforce (Women to Men %) 25%	Gender balance of Total Workforce (Women to Men %) (Target / Actual) 25% / 26%	Gender balance of Total Workforce (Women to Men %) (Target / Actual) 30%/26%	Gender balance of Total Workforce (Women to Men %) (Target / Actual) 30%/	5 GENDER EQUALITY
	Gender balance at organization board (Women to Men %) (Target / Actual) 1 %	Gender balance at organization board (Women to Men %) (Target / Actual) 1% / 0%	Gender balance at organization board (Women to Men %) (Target / Actual) 1% /1%	Gender balance at organization board (Women to Men %) (Target / Actual) 1 %/	
	Gender balance at Executive Level (Top Management) (Women to Men %) 12%	Gender balance at Executive Level (Top Management) (Women to Men %) (Target / Actual) 15% / 10%	Gender balance at Executive Level (Top Management) (Women to Men %) (Target / Actual) 15%/14%	Gender balance at Executive Level (Top Management) (Women to Men %) (Target / Actual) 15%/	
	Gender balance of Employees (Women to Men %) 22 %	Gender balance of Employees (Women to Men %) (Target / Actual) 25% / 26%	Gender balance of Employees (Women to Men %) (Target / Actual) 30% / 26%	Gender balance of Employees (Women to Men %) (Target / Actual) 30%/	

	Number of training sessions on Discrimination and harassment conducted **11**	Number of training sessions on Discrimination and harassment conducted **01/7**	Number of training sessions on Discrimination and harassment conducted **01/6**	Number of training sessions on Discrimination and harassment conducted **01/**	
	People Trained on Gender Equality (Manhours) **100%**	People Trained on Gender Equality (Manhours) (Target / Actual) **100% / 100%**	People Trained on Gender Equality (Manhours) (Target / Actual) **100% /100%**	People Trained on Gender Equality (Manhours) (Target / Actual) **100%/**	
Working Conditions	# of Hours Worked per employee (Manhours) **2040**	# of Hours Worked per employee (Manhours) **2040 / 2100**	# of Hours Worked per employee (Manhours) **2340 /2340**	# of Hours Worked per employee (Manhours) **2500/**	8 DECENT WORK AND ECONOMIC GROWTH
	Employee Satisfaction Rate (%) **81%**	Employee Satisfaction Rate (%) **85% /83%**	Employee Satisfaction Rate (%) **88% /89%**	Employee Satisfaction Rate (%) **88%**	
	Numbers of Working condition risk assessment conducted **4**	Numbers of Working condition risk assessment conducted (Target / Actual) **4 / 4**	Numbers of Working condition risk assessment conducted (Target / Actual) **4 / 4**	Numbers of Working condition risk assessment conducted (Target / Actual) **4 /**	
	% of your plants and offices that were assessed **100%**	% of your plants and offices that were assessed **100% / 100%**	% of your plants and offices that were assessed **100% /100%**	% of your plants and offices that were assessed **100% /100%**	
	Incident of non-potable drinking water identification	Incident of non-potable drinking water identification	Incident of non-potable drinking water identification	Incident of non-potable drinking water identification	

	NIL	NIL / NIL	NIL / NIL	NIL/NIL	
	% employees covered in awareness program 100%	% employees covered in awareness program 100% / 100%	% employees covered in awareness program 100% /100%	% employees covered in awareness program 100%/	
	Incident of non-compliance of working conditions principles NIL	Incident of non-compliance of working conditions principles NIL / NIL	Incident of non-compliance of working conditions principles NIL / NIL	Incident of non-compliance of working conditions principles NIL/	
	% of the total workforce trained on diversity, discrimination and/or harassment 100%	% of the total workforce trained on diversity, discrimination and/or harassment (Target / Actual) 100% / 100%	% of the total workforce trained on diversity, discrimination and/or harassment (Target / Actual) 100% / 100%	% of the total workforce trained on diversity, discrimination and/or harassment (Target / Actual) 100% /	
	% of employee covered with Health care Plan 100%	% of employee covered with Health care Plan 100% /100%	% of employee covered with Health care Plan 100% /100%	% of employee covered with Health care Plan 100%/	
Certification	Percentage of operational facilities that are certified ISO 45001 (%) 0%/0%	Percentage of operational facilities that are certified ISO 45001(target / Actual) (%) 100% / 0%	Percentage of operational facilities that are certified ISO 45001(target / Actual) (%) 100% /0%	Percentage of operational facilities that are certified ISO 45001(target / Actual) (%) 100% /	
Corporate Social Responsibility	Amount Spent on CSR (Lakhs) 121	Amount Spent on CSR (Lakhs) 125 / 157	Amount Spent on CSR (Lakhs) 130 / 99	Amount Spent on CSR (Lakhs) 1.5 /	

	# of social initiatives at National and Local level 3	# of social initiatives at National and Local level 3/3	# of Social initiatives at National and Local level 3/5	# of Social initiatives at National and Local level 3/	

GOVERNANCE

ESG Area	2022 Baseline	2023 Performance	2024 Reporting	2030 Target	UN - SDGs
Anti-Corruption & Bribery	# of Complaints reported on Corruption & Bribery NIL	# of Complaints reported on Corruption & Bribery NIL/NIL	# of Complaints reported on Corruption & Bribery NIL/NIL	# of Complaints reported on Corruption & Bribery NIL /	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
	# of confirmed corruption incidents NIL	# of confirmed corruption incidents (Target / Actual) NIL/NIL	# of confirmed corruption incidents(Target / Actual) NIL/NIL	# of confirmed corruption incidents (Target / Actual) NIL/	
	People Trained on Anti-Corruption & Bribery (in Manhours) 162	People Trained on Anti-Corruption & Bribery (in Manhours) (Target / Actual) 200/196	People Trained on Anti-Corruption & Bribery (in Manhours) (Target / Actual) 300 / 310	People Trained on Anti-Corruption & Bribery (in Manhours) (Target / Actual) 400/	
	Percentage of Trading Partners Covered by Due Diligence on Corruption(%)(Target / Actual) 100%	Percentage of Trading Partners Covered by Due Diligence on Corruption(%)(Target / Actual) 100% / 100%	Percentage of Trading Partners Covered by Due Diligence on Corruption(%)(Target / Actual) 100% / 100%	Percentage of Trading Partners Covered by Due Diligence on Corruption(%)(Target / Actual) 100%/	
	Percentage of Operational Sites Undergoing Internal Corruption Assessments (%)	Percentage of Operational Sites Undergoing Internal Corruption Assessments (%) (Target /Actual)	Percentage of Operational Sites Undergoing Internal Corruption Assessments (%) (Target /Actual)	Percentage of Operational Sites Undergoing Internal Corruption Assessments (%) (Target /Actual)	

	100% Percentage of operational sites certified with anti-corruption management system (ISO 37001) (%) 0%	100% / 100% Percentage of operational sites certified with anti-corruption management system (ISO 37001) (%) (Target /Actual) 100% / 0%	100% / 100% Percentage of operational sites certified with anti-corruption management system (ISO 37001) (%) (Target /Actual) 100% / 0%	100% / Percentage of operational sites certified with anti-corruption management system (ISO 37001) (%) (Target /Actual) 100% /	
Information Management	Percentage of operational sites certified with anti-information security management system (ISO 27001) (%) 100% Data Breach Incidents: NIL # of Complaints reported on Information Security Breach NIL # of confirmed Information Security breach incidents NIL Data Retention Compliance:	Percentage of operational sites certified with anti-information security management system (ISO 27001) (%) (Target /Actual) 100% / 100% Data Breach Incidents: NIL / NIL # of Complaints reported on Information Security Breach NIL / NIL # of confirmed Information Security breach incidents (Target / Actual) NIL/NIL Data Retention Compliance:	Percentage of operational sites certified with anti-information security management system (ISO 27001) (%) (Target /Actual) 100% / 100% Data Breach Incidents: NIL / NIL # of Complaints reported on Information Security Breach NIL / NIL # of confirmed Information Security breach incidents (Target / Actual) NIL/NIL Data Retention Compliance:	Percentage of operational sites certified with anti-information security management system (ISO 27001) (%) (Target /Actual) 100% Data Breach Incidents: NIL / # of Complaints reported on Information Security Breach NIL / # of confirmed Information Security breach incidents (Target / Actual) NIL/ Data Retention Compliance:	16 PEACE, JUSTICE AND STRONG INSTITUTIONS

	100%	100% / 100%	100% / 100%	100%/	
	User Complaints: NIL	User Complaints: NIL / NIL	User Complaints: NIL / NIL	User Complaints: NIL/	
	Percentage of Trading Partners Covered by Due Diligence on Information Security (%) 100%/	Percentage of Trading Partners Covered by Due Diligence on Information Security (%) (Target /Actual) For partners with related profile 100% / 100%	Percentage of Trading Partners Covered by Due Diligence on Information Security (%) (Target /Actual) For partners with related profile 100% / 100%	Percentage of Trading Partners Covered by Due Diligence on Information Security (%) (Target /Actual) 100%/	17 PARTNERSHIPS FOR THE GOALS
	Percentage of Operational Sites Undergoing Internal Information Security Assessments (%) 100%	Percentage of Operational Sites Undergoing Internal Information Security Assessments (%) (Target /Actual) 100% / 100%	Percentage of Operational Sites Undergoing Internal Information Security Assessments (%) (Target /Actual) 100% / 100%	Percentage of Operational Sites Undergoing Internal Information Security Assessments (%) (Target /Actual) 100% /	
Value Chain	Suppliers evaluated for ESG Performance (in %) 0%	Suppliers evaluated for ESG Performance (in %) (Target /Actual) 0% / 1%	Suppliers evaluated for ESG Performance (in %) (Target /Actual) 100 % / 1%	Suppliers evaluated for ESG Performance (in %) (Target /Actual) 100 %	
	Suppliers evaluated for ESG Reporting (Onsite) (in %) NIL	Suppliers evaluated for ESG Reporting (Onsite) (in %) (Target /Actual) 100 % / 1%	Suppliers evaluated for ESG Reporting (Onsite) (in %) (Target /Actual) 100 % / 1%	Suppliers evaluated for ESG Reporting (Onsite) (in %) (Target /Actual) 100 %	
	Suppliers evaluated for ESG Assessment (in %)	Suppliers evaluated for ESG Assessment (in %) (Target /Actual)	Suppliers evaluated for ESG Assessment (in %) (Target /Actual)	Suppliers evaluated for ESG Assessment (in %) (Target /Actual)	

	NIL	100 % / 1%	100 % / 1%	100 %	
	Average Number of Non-Conformities Found per supplier 0	Average Number of Non-Conformities Found per supplier (Target /Actual) 0 / 0	Average Number of Non-Conformities Found per supplier (Target /Actual) 0 / 0	Average Number of Non-Conformities Found per supplier (Target /Actual) 0 / 0	
	Avg Number of Corrective Actions taken / Supplier 0	Avg Number of Corrective Actions taken / Supplier (Target /Actual) 0 / 0	Avg Number of Corrective Actions taken / Supplier (Target /Actual) 0 / 0	Avg Number of Corrective Actions taken / Supplier (Target /Actual) 0 / 0	
	Suppliers in Agreement with company Policies (in %) 100 %	Suppliers in Agreement with company Policies (in %)(Target /Actual) 100 % / 100 %	Suppliers in Agreement with company Policies (in %)(Target /Actual) 100 % / 100%	Suppliers in Agreement with company Policies (in %)(Target /Actual) 100 %	17 PARTNERSHIPS FOR THE GOALS
	Suppliers in Agreement with company's Supplier Code of Conduct (in %) 100 %	Suppliers in Agreement with company's Supplier Code of Conduct (in % (Target /Actual) 100 % / 100 %	Suppliers in Agreement with company's Supplier Code of Conduct (in %)(Target /Actual) 100 % / 100%	Suppliers in Agreement with company's Supplier Code of Conduct (in %) (Target /Actual) 100 %	
	Integration of sustainability clauses in supplier contracts 100 %	Integration of sustainability clauses in supplier contracts (Target /Actual) 100 % / 100%	Integration of sustainability clauses in supplier contracts (Target /Actual) 100 % / 100%	Integration of sustainability clauses in supplier contracts (Target /Actual) 100 %	
	Avg Number of Non-Conformities Found per supplier	Avg Number of Non-Conformities Found per supplier (Target /Actual)	Avg Number of Non-Conformities Found per supplier(Target /Actual)	Avg Number of Non-Conformities Found per supplier (Target /Actual)	

	0	0 / 0	0 / 0	0 /	
Ethics	Percentage of total workforce trained on business ethics issues (%) 80%	Percentage of total workforce trained on business ethics issues (%) (Target /Actual) 100 % / 100%	Percentage of total workforce trained on business ethics issues (%) (Target /Actual) 100% / 100%	Percentage of total workforce trained on business ethics issues (%) (Target /Actual) 100%	
	Employee feedback on ethics training (satisfaction rate) 100%	Employee feedback on ethics training (satisfaction rate) (Target /Actual) 100% / 100%	Employee feedback on ethics training (satisfaction rate) (Target /Actual) 100% / 100%	Employee feedback on ethics training (satisfaction rate) (Target /Actual) 100%/	
	Number of whistleblower reports received NIL	Number of whistleblower reports received (Target /Actual) NIL / NIL	Number of whistleblower reports received (Target /Actual) NIL /NIL	Number of whistleblower reports received (Target /Actual) NIL/	
Customer Health and Safety –	Conduct Customer safety training sessions of Customers NIL	Conduct Customer safety training sessions of Customers NIL/ NIL	Conduct Customer safety training sessions of Customers NIL /NIL	Conduct Customer safety training sessions of Customers NIL/	
Environmental service and advocacy	Percentage of Customers Participating in service-related Training Programs 73%	Percentage of Customers Participating in service-related Training Programs (Target / Actual) 75% / 73%	Percentage of Customers Participating in service-related Training Programs (Target / Actual) 90% / 75%	Percentage of Customers Participating in service-related Training Programs (Target / Actual) 100% /	
	Number of environmental service and advocacy events organized 2	Number of environmental service and advocacy events organized 3 / 3	Number of environmental service and advocacy events organized 5 / 6	Number of environmental service and advocacy events organized 7 /	

	Percentage of Customers Participating in environmental service and advocacy related Training Programs **73%**	Percentage of Customers Participating in environmental service and advocacy related Training Programs (Target / Actual) **75% / 73%**	Percentage of Customers Participating in environmental service and advocacy related Training Programs (Target / Actual) **90% / 75%**	Percentage of Customers Participating in environmental service and advocacy related Training Programs (Target / Actual) **100% /**	

Assurance Letter

Independent Assurance on verification of ESG Performance and Targets

Growlity/AR/2425
Date: 9th September 2025

Reporting Period – Jan 2024 to Dec 2024

The Management
YASH Technologies
841 Avenue of the Cities
East Moline IL, 61244

Independent Assurance Report

Growlity, Inc. referred as ("the Service Provider) was appointed by **YASH Technologies** referred to as ('the Company') to conduct a limited assurance engagement on the ESG and sustainability information presented in the Annual Sustainability Report (ASR) 2024 and Carbon Disclosure Project (CDP) 2024 and ESG KPI Roadmap till 2025. This critical task involved a thorough examination to verify the accuracy and reliability of the sustainability data disclosed in the document along with the material topics identified by Materiality Assessment between their stake holders. The sustainability information adheres to the comprehensive guidelines set forth by the ISO 14064-1:2018 and Greenhouse Gas Protocol, ensuring that the reported data aligns with globally recognized sustainability reporting frameworks. The sustainability information provided within the report adheres to the comprehensive guidelines set forth by the Global Reporting Initiative's (hereinafter referred to as "GRI") Universal Standards 2021, ensuring that the reported data aligns with globally recognized sustainability reporting frameworks. This engagement by Growlity underscores the Company's commitment to transparency and accountability in its sustainability practices, highlighting its dedication to adhering to international principles for reporting on its Environmental, Social, and Governance (hereinafter referred as "ESG") initiatives

Assurance Standard

The verification engagement has been planned and performed in accordance with the verification methodology developed by Growlity, which is based upon the **"AA1000 Assurance Standard (AA1000AS v3)"** also the verification process is carried out based principles and guidelines provided in **ISO 14064-3:2019 – "Specification with guidance for the verification and validation of greenhouse gas statements" standard**. The various information in the Annual Sustainability Report 2023 is validated based on **Global Reporting Initiative (GRI) 2021 Standard.**

Scope of Assurance and Methodology

The assurance engagement was conducted with reference to the four principles of

AA1000AS v3 – Inclusivity, Materiality, Responsiveness, and Impact – which were duly considered while performing this engagement. Based on our review, the Company has demonstrated materiality in disclosures, inclusivity in stakeholder engagement, responsiveness to key sustainability concerns, and consideration of impacts across relevant areas

The verification was conducted to provide a limited assurance conclusion on select non-financial sustainability disclosures for the reporting period and to verify their alignment in accordance with the GRI Universal Standards 2021. On a sample basis, we reviewed and verified the data collection and calculation methodologies, as well as the logic applied in the inclusion or omission of relevant information. Our procedures included:

- Onsite and remote verification of data, on a selective test basis, for the following units / locations (Annexure – II), through consultations with the site team and ESG committee members of the company:
- Execution of audit trail of claims and data streams, on a selective test basis, to determine the level of accuracy in collection, transcription and aggregation processes followed;
- Review of company's plans, policies and practices, pertaining to their Environmental, Social & Governance Strategy, so as to be able to make comments on the fairness of sustainability reporting or disclosures.
- Review of company's approach towards materiality assessment disclosed in the report to identify relevant issues.
- Review of responses, supporting evidence, and data provided in the CDP Climate Change questionnaire, including governance, strategy, risk management, targets, and Scope 1, 2, and 3 emissions
- ESG KPI Roadmap till 2025
- (C1) - Introduction - Total locations of the company and its non - financial information - **Annexure – II**
- (C2) - Identification, Assessment, and Management of Dependencies, Impact, Risk & Opportunities
- (C3) - Disclosure of Risk and Opportunities
- (C4) - Governance – Policies and Key Performance Indicators
- (C5) - Business Strategy – Transition Plan
- (C6) - Environmental Performance – Consolidated Approach
- (C7) - Environmental Performance – Climate Change – Location wise and category wise GHG emissions, Renewable energy generation & consumption - **Annexure – I**

The details of the subject matter are described in the annexures below:

Annexure – I – Environmental Performance – Climate Change

Environmental Performance – Climate Change – Jan 2024 to Dec 2024
Green House Gas Emissions (TCO_2Eq)

Sr. No	Scope	Category	TCO_2Eq
1.	1	Stationary Combustion	28.79
3.	2	Imported Electricity	2,236.44
4.	3	Employee Commute	633.33
5.		Purchased Goods	215.44
6.		Food Consumption	382.48
7.		Transmission & Distribution Loss	64.45
8.		Upstream Activities	8.68
9.		Downstream Activities	0.49
10.		Waste Disposal	2.94
11.		Water Supply	5.60
12.		Business Travel (Air & Land)	32.59
13.		Hotel Stay	946.07
14.	**Total Green House Gas Emission TCO_2Eq**		**4557.3**

We conducted, on a sample basis, review and verification of data collection / calculation methodology and general review of the logic on inclusion / omission of necessary relevant information / data and this was limited to: remote verification of data, on a selective test basis, for the following units / locations, through consultations with the site team and sustainability team.

Execution of audit trail of claims and data streams, on a selective test basis, to determine the level of accuracy in collection, transcription and aggregation processes followed;

Review of Company's plans, policies and practices, pertaining to their Social, Environmental and Sustainable Development, to be able to make comments on the fairness of sustainability reporting.

Review of company's approach towards materiality assessment disclosed in the report to identify relevant issues.

Annexure – II - Locations Covered

Region	Country	Office Address
Asia	India	201-205 Bansi Trade Center,, 581/5 M. G. Road, Indore, Madhya Pradesh 452001
		STP-1, Ground Floor, IT/ITES- SEZ, Near Bhawar Kuwan Square, Indore, Madhya Pradesh 452001
		Plot No. 1, Scheme Number 166, Super Corridor Road, Indore, Madhya Pradesh 452005

		702, 7th Floor, Campus C, RMZ Centennial, Survey No. 74 & 77, Doddanakudi Village, Krishnarajapuram, Hobli Bengaluru, Karnataka 560048
		Awfis, Primus Building, Door No. SP – 7A, Guindy Industrial Estate, SIDCO Industrial Estate, Guindy Chennai, Tamil Nadu 600032 (Office Space)
		C/o Sundew Properties Limited (SEZ Developer), Office 1,2,3 & 4 (2nd Office Floor), 6th Floor Building #20, Raheja Mind space, Cyberabad, Madhapur, Telangana 500081
		C/o Sundew Properties Limited (SEZ Developer), 10th Floor Building #20, Raheja Mind space, Cyberabad, Madhapur, Telangana 500081
		UrbanWrk, 10th Floor, Building No 10, Raheja Mindspace, Hitech City, Madhapur, Telangana 500081
		Wing A & B, Level 2, Tower No.1, Cyber City, Magarpatta City, Hadapsur, Pune, Maharashtra 411013
		Plot No. 23/1, IT & ITES SEZ (MIDC), Rajiv Gandhi InfoTech Park, Hinjewadi, Phase – III, Pune, Maharashtra 411057
	China	Suite 2006 20/F, Hua Qin International Building, 340 Queen's Road Central, Hong Kong 999077
	Malaysia	C-05-02 , C-05-3A, C-05-10,C-05-12, iTech Tower, Jalan Impact, Cyber 6, Cyberjaya, Selangor Darul Ehsan 63000
	Singapore	17 Phillip Street, #05-01 Grand Building, Singapore 048695
	Thailand	87/1 Capital Tower, All Seasons Place, 16th Floor, Unit 1603 -6, Wireless Road, Lumpini Sub-district Pathumwan District, Bangkok, Thailand 10330
Australia	Australia	C/o Crown Corporate Services, Level 35, Tower One, Barangaroo, Sydney, New South Wales 2000
		Level 5/121 King William St, Adelaide, South Australia 5000
		22nd Floor, Northbank Plaza, 69 Ann Street, Brisbane, Queensland 4000
		Rialto, Level 27, South Tower, 525, Collins Street, Melbourne, Victoria 3000
		Level 27, St Martins Tower, 44 St Georges Terrace, Perth, Western Australia 6000
Europe	Finland	Bertel Jungin aukio 5, Espoo, Southern Finland province 02600

	Germany	Konrad-Zuse-Ring 28, Mannheim, Baden-Württemberg, 68163
	Netherland	Prinsengracht 697-2, Amsterdam, North Holland 1017 JV
		Hullenberweg 278-308, Amsterdam, North Holland 1101 BV
	Poland	ul. Domaniewska 37, Warszawa, Poland 02-672
	Romania	Soseaua Mihai Bravu n Subsol, Modul S083, Sector 3, Bucharest, Southeastern Romania
	Swedan	Sveavägen 33, 3rd Floor, 111 34 Stockholm
	United Kingdom	Level 8, One Canada Square, Canary Wharf, London E14 5AA, United Kingdom
Middle East & Africa	UAE	Office 3602, 36th Floor, Al Shatha Towers, Dubai Internet City, Dubai, P.O.Box 501714
		Office 848, Al Ansari Building, Khalifa Street, Abu Dhabi, P.O.Box 28346
	Egypt	34A Al-Multaqa Al-Arabi District, 2nd Floor Office 201 Helioplis Division, Sheraton ,Cairo, P.O.Box 11799
	Lebanon	Office Unit No. 1291, Section 4 Sarba, Lebanon
	Oman	5th Floor Office A5, Bank Sohar Building Dohat Al Adab Street, Al Khuwair P.O. Box 395, PC 118, Muscat
	Saudi Arabia	5th Floor, Balhamer Business Gate Ash Shati Ash Sharqi 8196, Dammam, P.O.Box 32414
	State of Qatar	Office 1111, 11th Floor, Marina Twin Towers, Tower B, Regus Doha Twin Towers. Lusail, State of Qatar P.O. Box 301477
North America	USA	841 Avenue of the Cities, East Moline IL, 61244
		4801 E Independence Blvd, Suite #900, Charlotte, North Carolina 28212
		333 N. Michigan Avenue, Suite #800, Chicago, Illinois 60601
		455 Avenue of the Cities, East Moline, Illinois 61244
		7760 France Ave S, Suite #1100, Minneapolis, Minnesota 55435
		2000 W Pioneer Pkwy, Suite #16, Peoria, Illinois 61615,
		211 College Road East, Suite #102, Princeton, New Jersey 08540

		Y & L Consulting, Inc., A YASH Technologies Company, 5750 Epsilon, San Antonio, Texas 78249
		3 City Place Drive, Suite #520, St. Louis, Missouri 63141
		17406 Royalton Rd., Suite #104, Strongsville, Ohio 44136
		Aurora Business Park, Building 15, 4408 114th Street, Urbandale, Iowa 50322
		400 Tradecenter Drive, Suite #4880, Woburn, Massachusetts 01801
	Canada	350 Burnhamthorpe Rd. West, Suite #200, Office 28, Mississauga, Ontario L5B 3J1

Company's Accountability

The ESG Committee Representative at the company is responsible for preparing the ASR that is free from material misstatement in reference with the GRI and for the information contained therein. This entails specifically choosing and applying suitable methodologies for sustainability reporting, gathering and organizing data, and making well- founded assumptions or estimates as needed. Additionally, these representatives must ensure the implementation of adequate internal controls to facilitate the development of a sustainability report devoid of any significant errors, whether deliberate or accidental. The ESG Committee Representatives at the company are also responsible for preparing the designed report using graphics and relevant and responsible content.

The Company is responsible for the preparation and submission of the ASR, and CDP disclosures, including ensuring accuracy of the data, appropriateness of methodology, and completeness of supporting evidence.

Guidelines for Utilization of This Statement

The Company is obligated to replicate the Growlity's Independent Assurance statement along with any attachments in their entirety, ensuring no alterations, deletions, or supplements are made.

This statement is specifically designed to convey the outcomes of the commissioned evaluation to the Company, defining the boundaries of the engagement. It is important to note that Growlity has not taken into account the potential interests of any third parties regarding the chosen sustainability information, this assurance report, or the conclusions drawn by Growlity. Consequently, nothing within the scope of this engagement or statement grants any third-party entities any form of rights or entitlements.

Limitations

The assurance engagement outlined herein does not encompass the following areas:

1. Our assurance does not cover any data or information pertaining to the financial performance of the Company.
2. Our role is strictly limited to providing assurance services as detailed in this letter. We will not undertake any management functions or make decisions on behalf of the Company. It is the responsibility of the Company's management to make all decisions, including those related to the acceptance and implementation of our services.
3. Any data or information that falls outside the specified reporting period is not covered by our assurance scope.
4. Our assurance is limited to the operations and locations explicitly mentioned within the defined Assurance Boundary. Any data or information pertaining to operations outside of this boundary is excluded, unless specifically stated otherwise in this report.
5. The Company's statements expressing opinions, beliefs, aspirations, expectations, or future intentions, as well as assertions related to Intellectual Property rights and competitive matters, are beyond the scope of our assurance.
6. We do not cover the Company's strategy and any related disclosures expressed in the report.
7. Our assurance does not extend to the mapping of the report with any reporting frameworks other than those specified above.

Our Assurance Team and independence:

Our assurance team, comprising of multidisciplinary professionals, has been drawn from our climate change and sustainability network and undertakes similar engagements with a number of significant Indian and international businesses. As an assurance provider, Growlity is required to comply with the independence requirements set out in **"AA1000 Assurance Standard (AA1000AS v3)".** Growlity's independence policies and procedures ensure compliance with this standard. Details of Growlity's independence policies and procedures can be made available to stakeholders upon request by contacting us at contact@growlity.com

Restriction of Liability

This assurance statement has been prepared solely for the Company in accordance with the terms of our engagement. Growlity does not accept or assume any responsibility to any third party for the information contained in this statement. This assurance statement applies exclusively to the Company's ASR content, and CDP content as defined within the scope. It may not be relied upon by other stakeholders for different purposes. Growlity shall not be held liable for any decisions or actions taken by third parties based on this assurance statement.

Our Observations

The Company has demonstrated its commitment to sustainable development by reporting its performance on various material topics for the reporting period Jan 2024 to Dec 2024. There is further scope to strengthen data management system to ensure uniform and accurate reporting. Areas of further improvement wherever identified have been brought before the attention of the management of the company.

Conclusion

On the basis of our procedure for this limited assurance, nothing has come to our attention that causes us not to believe that the company has reported on material sustainability issues relevant to its business.

Dr. Nitin Dumasia
President & CEO
Growlity, Inc.
Date: 9th September 2025
Place: New York, USA

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