

July 20, 2026

Department of Corporate Services  
**BSE Ltd.,**  
Phiroze Jeejeebhoy Towers,  
Dalal Street, Mumbai – 400 001.  
BSE Scrip Code : 500460

Listing Department  
**National Stock Exchange of India Ltd.**  
Exchange Plaza, Plot no. C/1, G Block  
Bandra-Kurla Complex, Bandra (East).  
Mumbai – 400051.  
NSE Scrip Name: MUKANDLTD

ISINCODE : INE304A01026

Dear Sirs,

**Sub.: Notice of 88<sup>th</sup> Annual General Meeting ('AGM') and Annual Report for the Financial Year 2025-26**

In terms of the provisions of Regulation 34 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith

- Notice of 88<sup>th</sup> AGM scheduled to be held on **Wednesday, 12 August 2026 at 11:30 a.m. (IST)** through Video Conferencing ('VC') facility / Other Audio-Visual Means ('OAVM').
- Annual Report (including the Business Responsibility and Sustainability Report) of the Company for the Financial Year 2025-26.

Further, in accordance with the Regulation 36(1)(b) of the SEBI Listing Regulations, a letter containing the web link and QR Code for accessing the Notice of 88<sup>th</sup> AGM and Annual Report for Financial Year 2025-26 is being sent to all those Members who have not registered their email IDs.

The Notice and Annual Report is also available on the website of the Company at [www.mukand.com](http://www.mukand.com).

This is for your information and record.

For **Mukand Limited**

**Rajendra Sawant**  
**Company Secretary**

Encl : as above

## Business Responsibility & Sustainability Reporting

### SECTION A: GENERAL DISCLOSURES

#### I. Details of the listed entity

|    |                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                |
|----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1  | Corporate Identity Number (CIN) of the Listed Entity                                                                                                                                                                                                               | L99999MH1937PLC002726                                                                                                                                                                                                          |
| 2  | Name of the Listed Entity                                                                                                                                                                                                                                          | <b>Mukand Limited</b><br>(hereinafter referred to as “the Company”)                                                                                                                                                            |
| 3  | Year of incorporation                                                                                                                                                                                                                                              | 1937                                                                                                                                                                                                                           |
| 4  | Registered office address                                                                                                                                                                                                                                          | 3rd Floor, Bajaj Bhawan, 226, Jamnalal Bajaj Marg, Nariman Point, Mumbai – 400 021                                                                                                                                             |
| 5  | Corporate address                                                                                                                                                                                                                                                  | 3rd Floor, Bajaj Bhawan, 226, Jamnalal Bajaj Marg, Nariman Point, Mumbai – 400 021                                                                                                                                             |
| 6  | E-mail                                                                                                                                                                                                                                                             | <a href="mailto:secretarial@mukand.com">secretarial@mukand.com</a>                                                                                                                                                             |
| 7  | Telephone                                                                                                                                                                                                                                                          | +91-22-61216666                                                                                                                                                                                                                |
| 8  | Website                                                                                                                                                                                                                                                            | <a href="http://www.mukand.com">www.mukand.com</a>                                                                                                                                                                             |
| 9  | Financial Year for which reporting is being done                                                                                                                                                                                                                   | 2025-26                                                                                                                                                                                                                        |
| 10 | Name of the Stock Exchange(s) where shares are listed                                                                                                                                                                                                              | BSE - 500460, NSE - Mukand Ltd                                                                                                                                                                                                 |
| 11 | Paid-up Capital                                                                                                                                                                                                                                                    | INR 150.14 Crore                                                                                                                                                                                                               |
| 12 | Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report                                                                                                                                   | Shri Rajendra Sawant<br>Tel: 022 6121 6666<br>E-mail - <a href="mailto:secretarial@mukand.com">secretarial@mukand.com</a>                                                                                                      |
| 13 | Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together). | The disclosures under this report are made on a standalone basis. The Reporting boundary includes the following: Plants located in Kalwe, Dighe, Thane District (Maharashtra) & Hospet, Ginigera, Koppal District (Karnataka). |
| 14 | Name of assurance provider                                                                                                                                                                                                                                         | Not Applicable                                                                                                                                                                                                                 |
| 15 | Type of assurance obtained                                                                                                                                                                                                                                         | Not Applicable                                                                                                                                                                                                                 |

#### II. Products/services

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

| S. No. | Description of Main Activity | Description of Business Activity | % of Turnover of the entity |
|--------|------------------------------|----------------------------------|-----------------------------|
| 1.     | Manufacturing                | Steel and heavy machinery        | 100                         |

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

| S. No. | Product/Service                                                                                                              | NIC Code | % of total Turnover contributed |
|--------|------------------------------------------------------------------------------------------------------------------------------|----------|---------------------------------|
| 1      | Manufacture of Alloy Steel Billets and Blooms                                                                                | 27151    | 36.95                           |
| 2      | Manufacture of Stainless Steel, Billets and Blooms, Bars, Rods                                                               | 27153    | 54.62                           |
| 3      | Manufacture of EOT Cranes, Material Handling Equipment and other Industrial Machinery and comprehensive Engineering services | 28162    | 3.09                            |

### III. Operations

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

| Location      | Number of plants | Number of offices | Total |
|---------------|------------------|-------------------|-------|
| National      | 2                | 1                 | 3     |
| International | 0                | 0                 | 0     |

#### 19. Markets served by the entity:

##### a. Number of locations

| Locations                        | Number |
|----------------------------------|--------|
| National (No. of States)         | 28     |
| International (No. of Countries) | 102    |

##### b. What is the contribution of exports as a percentage of the total turnover of the entity? 7.91%

##### c. A brief on types of customers

The Company exclusively serves customers within Business-to-Business (B2B) sector. The Company's stainless steel products are essential across a wide range of industries, including engineering, power generation, construction, and several other specialised sectors.

### IV. Employees

#### 20. Details as at the end of Financial Year:

##### a. Employees and workers (including differently abled):

| Sl.       | Particulars              | Total<br>(A) | Male    |           | Female  |           |
|-----------|--------------------------|--------------|---------|-----------|---------|-----------|
|           |                          |              | No. (B) | % (B / A) | No. (C) | % (C / A) |
| EMPLOYEES |                          |              |         |           |         |           |
| 1.        | Permanent (D)            | 577          | 556     | 96        | 21      | 4         |
| 2.        | Other than Permanent (E) | 108          | 92      | 85        | 16      | 15        |
| 3.        | Total employees (D + E)  | 685          | 648     | 95        | 37      | 5         |
| WORKERS   |                          |              |         |           |         |           |
| 4.        | Permanent (F)            | 802          | 802     | 100       | 0       | 0         |
| 5.        | Other than Permanent (G) | 107          | 107     | 100       | 0       | 0         |
| 6.        | Total workers (F+G)      | 909          | 909     | 100       | 0       | 0         |

##### b. Differently abled Employees and workers:

| Sl.                         | Particulars                               | Total<br>(A) | Male    |           | Female  |           |
|-----------------------------|-------------------------------------------|--------------|---------|-----------|---------|-----------|
|                             |                                           |              | No. (B) | % (B / A) | No. (C) | % (C / A) |
| DIFFERENTLY ABLED EMPLOYEES |                                           |              |         |           |         |           |
| 1.                          | Permanent (D)                             | 1            | 1       | 100       | 0       | 0         |
| 2.                          | Other than Permanent (E)                  | 0            | 0       | 0         | 0       | 0         |
| 3.                          | Total differently abled employees (D + E) | 1            | 1       | 100       | 0       | 0         |
| DIFFERENTLY ABLED WORKERS   |                                           |              |         |           |         |           |
| 4.                          | Permanent (F)                             | 0            | 0       | 0         | 0       | 0         |
| 5.                          | Other than permanent (G)                  | 0            | 0       | 0         | 0       | 0         |
| 6.                          | Total differently abled workers (F + G)   | 0            | 0       | 0         | 0       | 0         |

**21. Participation/Inclusion/Representation of women**

|                          | Total (A) | No. and percentage of Females |           |
|--------------------------|-----------|-------------------------------|-----------|
|                          |           | No. (B)                       | % (B / A) |
| Board of Directors       | 6         | 1                             | 16.67     |
| Key Management Personnel | 4         | 0                             | 0         |

**22. Turnover rate for permanent employees and workers (in percent)**

(Disclose trends for the past 3 years)

|                     | FY 2025-26 |        |       | FY 2024-25 |        |       | FY 2023-24 |        |       |
|---------------------|------------|--------|-------|------------|--------|-------|------------|--------|-------|
|                     | Male       | Female | Total | Male       | Female | Total | Male       | Female | Total |
| Permanent Employees | 15         | 19     | 16    | 11         | 15     | 12    | 13         | 33     | 14    |
| Permanent Workers   | 5.46       | 0      | 5.46  | 3.37       | 0      | 3.37  | 2.90       | 0      | 2.90  |

**V. Holding, Subsidiary and Associate Companies (including joint ventures)****23. (a) Names of holding / subsidiary / associate companies / joint ventures**

| Sl. | Name of the holding/ subsidiary/associate companies / joint ventures (A) | Indicate whether holding/subsidiary/ associate companies / joint venture | % of shares held by entity | Undertakes the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No) |
|-----|--------------------------------------------------------------------------|--------------------------------------------------------------------------|----------------------------|------------------------------------------------------------------------------------------------------------------------------------|
| 1   | Mukand Sumi Metal Processing Limited                                     | Subsidiary                                                               | 100                        | No                                                                                                                                 |
| 2   | Mukand Heavy Engineering Limited                                         | Subsidiary                                                               | 100                        | No                                                                                                                                 |
| 3   | Bombay Forgings Limited                                                  | Associate                                                                | 33.17                      | No                                                                                                                                 |
| 4   | Hospet Steels Limited                                                    | Joint venture                                                            | 39                         | No                                                                                                                                 |

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

(ii) Turnover (in Rs.). 4,848.32 crore

(iii) Net worth (in Rs.) 1,693.54 crore

## VII. Transparency and Disclosures Compliances

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

| Stakeholder group from whom complaint is received | Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | FY 2025-26                                 |                                                              |                                                                                                                                                                                                                 | FY 2024-25                                 |                                                              |                                                                                                                                                                                                                 |
|---------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|--------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|--------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks                                                                                                                                                                                                         | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks                                                                                                                                                                                                         |
| Communities                                       | The Company has appointed the Plant Head and Plant HR as designated points of contact for residents to raise grievances or concerns for the community.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 0                                          | 0                                                            | -                                                                                                                                                                                                               | 0                                          | 0                                                            | -                                                                                                                                                                                                               |
| Investors (other than shareholders)               | Yes, there is a statutory mechanism in place.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 0                                          | 0                                                            | -                                                                                                                                                                                                               | 0                                          | 0                                                            | -                                                                                                                                                                                                               |
| Shareholders                                      | Yes, it is available on: <a href="https://www.mukand.com/investors/shareholder-info/policies-and-others/">https://www.mukand.com/investors/shareholder-info/policies-and-others/</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 3                                          | 0                                                            | Shareholder grievances relating to non-receipt of equity dividends, CRPS dividends, Annual Reports, and CRPS redemption were resolved in accordance with the Company's established grievance redressal process. | 6                                          | 0                                                            | Shareholder grievances relating to non-receipt of equity dividends, CRPS dividends, Annual Reports, and CRPS redemption were resolved in accordance with the Company's established grievance redressal process. |
| Employees and workers                             | Yes, it is available on the internet under the Whistle Blower Policy: <a href="https://www.mukand.com/investors/shareholder-info/policiesand-others/">https://www.mukand.com/investors/shareholder-info/policiesand-others/</a><br>The POSH Policy has established an Internal Complaints Committee (ICC) responsible for receiving complaints of sexual harassment at the workplace, initiating and conducting inquiries as per the prescribed procedures, submitting findings and recommendations, coordinating with the employer to ensure timely and appropriate action, and maintaining strict confidentiality throughout the process in line with established guidelines. | 1                                          | 1                                                            | File under POSH                                                                                                                                                                                                 | 0                                          | 0                                                            | -                                                                                                                                                                                                               |

| Stakeholder group from whom complaint is received | Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy) | FY 2025-26                                 |                                                              |                                                                                                                                                                                               | FY 2024-25                                 |                                                              |         |
|---------------------------------------------------|--------------------------------------------------------------------------------------------------------------|--------------------------------------------|--------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|--------------------------------------------------------------|---------|
|                                                   |                                                                                                              | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks                                                                                                                                                                                       | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks |
| Customers                                         | Yes, however we have not maintained any such weblink.                                                        | 289                                        | 0                                                            | All customer complaints received during the reporting period were resolved and closed. Increase in number of complaints in FY26 over FY25 is due to change in policy for compensatory claims. | 417                                        | 0                                                            | -       |
| Value-chain Partners                              | Nil                                                                                                          | 0                                          | 0                                                            | -                                                                                                                                                                                             | 0                                          | 0                                                            | -       |

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

The Company has identified the following material environmental and social issues that present risks or opportunities to the business, together with the rationale, mitigation approach and associated financial implications.

| Sl. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk/opportunity                                                                                                                                                                                                                               | In case of risk, approach to adapt or mitigate                                                                                                                                                                                                                                                       | Financial implications of the risk or opportunity (Indicate whether negative or positive implications) |
|-----|---------------------------|--------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|
| 1   | Air Quality               | Risk                                       | Air emissions from iron and steel production present significant compliance and reputational risks, particularly due to increasing public health concerns and stricter environmental regulations enforced by authorities such as the Central Pollution Control Board (CPCB). | The Company mitigates this risk by investing in advanced air pollution control equipment, such as electrostatic precipitators and scrubbers, implementing real-time emissions monitoring systems, conducting regular internal audits and ensuring full compliance with applicable air quality norms. | Negative * There was no negative financial impact in the reporting year 2025-26.                       |

| Sl. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk/opportunity                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | In case of risk, approach to adapt or mitigate                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Financial implications of the risk or opportunity (Indicate whether negative or positive implications) |
|-----|---------------------------|--------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|
| 2   | Waste Management          | Risk                                       | <p>While the steel industry Demonstrates commendable performance in waste reclamation and recycling, it continues to generate significant volumes of hazardous waste, including slag, dust, and sludge. Many of these by-products are repurposed internally or sold to external industries. However, certain waste streams—such as Electric Arc Furnace (EAF) dust—pose serious environmental and health risks due to their toxic constituents. Managing these materials is increasingly subject to regulatory scrutiny, resulting in higher compliance and operational costs.</p> <p>Furthermore, improper disposal or legacy waste issues may expose companies to long-term liabilities, including the financial burden of environmental remediation and site restoration.</p> | <p>The Company adopts a comprehensive approach to managing the risks associated with hazardous waste generation in steel production. The Company prioritizes waste minimization by optimizing production processes and encouraging the reuse and recycling of by-products within its operations. Advanced treatment technologies and proactive pollution prevention initiatives are being deployed to reduce the environmental and health impacts linked to hazardous waste. These measures are supported by continued investment in cleaner technologies and process innovation.</p> <p>All waste management activities are conducted in strict adherence to the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016, ensuring full regulatory compliance and responsible management of industrial waste.</p> | Negative * There was no negative financial impact in the reporting year 2025-26.                       |

| Sl. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk/opportunity                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | In case of risk, approach to adapt or mitigate                                                                                                                 | Financial implications of the risk or opportunity (Indicate whether negative or positive implications) |
|-----|---------------------------|--------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|
| 3   | GHG Emission              | Risk                                       | <p>Iron and steel manufacturing is inherently carbon-intensive, contributing significantly to direct greenhouse gas (GHG) emissions, primarily carbon dioxide (CO<sub>2</sub>) and methane (CH<sub>4</sub>), resulting from core production processes and on-site fuel combustion. Although technological innovations have led to measurable improvements in emission intensity per tonne of steel produced, the sector continues to lag behind others in terms of carbon efficiency.</p> <p>In addition to GHGs, the production process releases various air pollutants, including sulphur oxides (SO<sub>x</sub>), nitrogen dioxide (NO<sub>2</sub>), carbon monoxide (CO), lead, manganese, and fine particulate matter such as soot and dust. These emissions also include hazardous air pollutants and volatile organic compounds (VOCs), which are linked to adverse environmental and public health outcomes.</p> <p>Despite the adoption of advanced manufacturing practices, air pollution remains a critical issue. This is driven by heightened regulatory oversight and growing societal expectations for cleaner industrial operations, necessitating continued investment in pollution control technologies and sustainable production strategies.</p> | Environmental regulations and stakeholder expectations, reinforcing the Company's commitment to responsible industrial practices and long-term sustainability. | Negative * There was no negative financial impact in the reporting year 2025-26.                       |

| Sl. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk/opportunity                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | In case of risk, approach to adapt or mitigate                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Financial implications of the risk or opportunity (Indicate whether negative or positive implications) |
|-----|---------------------------|--------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|
| 4   | Energy Management         | Risk                                       | Steel manufacturing is inherently energy-intensive, relying heavily on both direct fossil fuel combustion and electricity procured from the grid. This results in substantial Greenhouse Gas (GHG) emissions, with grid-supplied electricity contributing significantly to indirect Scope 2 emissions. The selection of production technology—such as Electric Arc Furnaces (EAF) versus Integrated Basic Oxygen Furnaces (BOF)- plays a critical role in determining the balance between fossil fuel use and electricity dependency. Further, strategic choices regarding fuel types such as coal versus natural gas and the sourcing of electricity, whether on-site or from the grid, directly influence the Company's carbon footprint, energy costs, and operational reliability. Given that energy expenses account for a major share of total manufacturing costs in iron and steel production, securing affordable, reliable, and sustainable energy remains essential for operational efficiency and long-term competitiveness. | The Company is actively advancing its transition toward cleaner and more sustainable energy solutions. The Company has implemented a range of initiatives focused on adopting clean technologies, improving energy efficiency, and integrating renewable energy sources such as solar and wind power into its operations. These efforts are aimed at reducing reliance on conventional fossil fuels and mitigating long-term sustainability risks. This forward-looking energy strategy is expected to yield long-term cost efficiencies, improve profitability, and position the Company as a responsible and future-ready manufacturer in the iron and steel sector. | Negative * There was no negative financial impact in the reporting year 2025-26.                       |

| Sl. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk/opportunity                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate whether negative or positive implications) |
|-----|---------------------------|--------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------|--------------------------------------------------------------------------------------------------------|
| 5   | Supply Chain Management   | Opportunity                                | Iron ore and coal are essential inputs in steel manufacturing, yet their extraction can pose Significant environmental and social challenges, affecting local communities, workers, and ecosystems. These challenges may lead to community protests, legal disputes, and heightened regulatory compliance costs, potentially disrupting mining operations and supply chains. The Company regards these challenges as an opportunity to strengthen its supply chain resilience. The Company conducts regular compliance audits and supplier assessments to ensure continuous operations while proactively managing associated risks. This approach not only supports mitigate potential supply interruptions but also Demonstrates the Company's dedication to ethical sourcing and responsible business conduct, fostering long-term trust and sustainability across its value-chain. | Not applicable                                 | Positive                                                                                               |
| 6   | Employee Health & Safety  | Opportunity                                | The iron and steel manufacturing process involves inherently high-risk conditions, including extreme temperatures and heavy machinery operation. Ensuring a safe workplace is therefore critical to minimizing the risk of injuries and fatalities among employees. The Company is committed to cultivating a robust safety culture by implementing comprehensive health and safety policies and continuous training programs. The ongoing investment in safety measures supports the Company reduce regulatory penalties, avoid reputational damage, and lower healthcare and compensation expenses. By embedding safety as a core organizational value, the Company reinforces its dedication to employee welfare while driving operational excellence.                                                                                                                             | Not applicable                                 | Positive                                                                                               |

| Sl. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk/opportunity                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | In case of risk, approach to adapt or mitigate                                                                                                                                                   | Financial implications of the risk or opportunity (Indicate whether negative or positive implications) |
|-----|---------------------------|--------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|
| 7   | Water Management          | Risk                                       | Steel manufacturing consumes large volumes of water. In regions experiencing water stress, limited availability of water and increasingly stringent regulations on water usage and effluent discharge pose risks of production disruptions and elevated compliance costs.                                                                                                                                                                                                                                                                                                                                                                                                                                         | The Company mitigates this risk by implementing water-efficient technologies, promoting water recycling and reuse within its operations, and ensuring compliance with environmental regulations. | Negative* There was no negative Financial impact in the reporting year 2025-26.                        |
| 8   | Ethics/Code of Conduct    | Opportunity                                | The Company upholds a comprehensive Code of Conduct that applies to its Directors, Key Managerial Personnel, employees, workers, suppliers, and other stakeholders bound by the Code. This framework is anchored in the principles of integrity, honesty, and fairness, which guide both internal decision-making and external engagements. All individuals covered under the Code are strictly prohibited from engaging in any form of bribery, whether through offering, soliciting, or accepting unlawful advantages even when faced with external pressure. This policy reflects the Company's unwavering commitment to ethical governance and transparent business practices across all levels of operation. | Not applicable                                                                                                                                                                                   | Positive                                                                                               |

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

| Disclosure Questions                                                                                           | P 1 | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 |
|----------------------------------------------------------------------------------------------------------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| <b>Policy and management processes</b>                                                                         |     |     |     |     |     |     |     |     |     |
| 1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No) | Y   | Y   | Y   | Y   | Y   | Y   | Y   | Y   | Y   |
| b. Has the policy been approved by the Board? (Yes/No)                                                         | Y   | Y   | Y   | Y   | Y   | Y   | Y   | Y   | Y   |
| c. Web Link of the Policies, if available                                                                      | Y   | Y   | Y   | Y   | Y   | Y   | Y   | Y   | Y   |
| 2. Whether the entity has translated the policy into procedures. (Yes / No)                                    | Y   | Y   | Y   | Y   | Y   | Y   | Y   | Y   | Y   |
| 3. Do the enlisted policies extend to your value-chain partners? (Yes/No)                                      | Y   | Y   | Y   | Y   | Y   | Y   | Y   | Y   | Y   |

| Disclosure Questions                                                                                                                                                                                                                                         | P 1                                                                             | P 2                                                                                                                                                                                                                                                                                           | P 3                                                                                           | P 4 | P 5 | P 6                                                                                                                                                                         | P 7 | P 8 | P 9                                                                                                                                                             |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|-----|-----|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|-----|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 4. Name of the national and international codes/ certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle. | a. BRSR Compliance under SEBI Rules<br><br>b. CBAM Verified Emissions Reporting | a. ISO 9001:2015<br><br>b. Green Steel Certification under Green Steel Taxonomy by Ministry of Steel, Gol<br><br>c. Bureau of Indian Standards<br><br>d. IATF 16949<br><br>e. AD 2000-Merkblatt W0 (PED)<br><br>f. ISO/IEC 17025:2017<br><br>g. Central Boilers Board Certificate of Approval | a. National Safety Council Guidelines<br><br>b. Factories Act (excluding OSH Code Compliance) | NA  | NA  | a. ISO 14001:2015<br><br>b. ISO 50001:2018<br><br>c. Green Steel Certification under Green Steel Taxonomy by Ministry of Steel, Gol<br><br>d. CBAM Compliance as per EU-ETS | NA  | NA  | a. ISO 9001:2015<br><br>b. IATF 16949<br><br>c. AD 2000-Merkblatt W0 (PED)<br><br>d. ISO/IEC 17025:2017<br><br>e. Central Boilers Board Certificate of Approval |
| 5. Specific commitments, goals and targets set by the entity with defined timelines, if any.                                                                                                                                                                 | N                                                                               | N                                                                                                                                                                                                                                                                                             | N                                                                                             | N   | N   | N                                                                                                                                                                           | N   | N   | N                                                                                                                                                               |
| 6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.                                                                                                                            | N                                                                               | N                                                                                                                                                                                                                                                                                             | N                                                                                             | N   | N   | N                                                                                                                                                                           | N   | N   | N                                                                                                                                                               |

**Governance, leadership and oversight**

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

The Company is firmly committed to achieving sustainable and inclusive growth by leveraging the principles of environmental conservation and social responsibility, while simultaneously enhancing economic performance to ensure business continuity and long-term value creation. The Company strives to build competitive advantage through customer-centric practices, innovation, robust governance, and inclusive human development-all while remaining sensitive to environmental concerns.

**Environmental Responsibility** - The Company prioritizes environmentally conscious practices aimed at reducing its ecological footprint and promoting sustainability across operations. Key initiatives include the implementation of modern regenerative combustion technologies, recycling of metal waste and treated water, and adoption of eco-friendly waste disposal methods. In alignment with global sustainability goals, the Company actively engages in environment-related awareness activities, such as tree plantation drives on World Environment Day and employee sensitization programs. These efforts Demonstrate the Company's commitment to minimizing carbon emissions and embedding sustainability into every layer of its operational framework.

**Social Responsibility** - The Company voluntarily integrates Corporate Social Responsibility (CSR) into its institutional activities, contributing to the holistic development of communities where it operates. The Company undertakes various initiatives across critical areas such as education, women empowerment, sports promotion, healthcare, and infrastructure development. These efforts are aimed at enhancing socio-economic well-being, improving community health and safety, and fostering inclusive growth at the grassroots level.

**Governance Excellence** - The Company upholds a strong governance framework characterized by transparency, accountability, and adherence to the highest standards of ethical conduct. This governance philosophy is embedded across all levels of the organization, ensuring integrity and trust in every business interaction, irrespective of hierarchical standing.

At Mukand, ESG is not viewed as a standalone initiative but as an integrated business imperative. The Company adopts a systematic and strategic approach to embedding ESG considerations into its day-to-day operations, enabling sustainable value creation and aligning with global best practices

| Disclosure Questions                                                                                                                                                              | P 1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|-----|-----|-----|-----|-----|-----|-----|
| 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policies.                                                         | The Board of the Company is the highest authority responsible for the oversight of the implementation of Business Responsibility policies.                                                                                                                                                                                                                                                                                                                                                                                                                                                  |     |     |     |     |     |     |     |     |
| 9. Undertakes the entity have a specified Committee of the Board/ Director responsible for decision-making on sustainability related issues? (Yes / No). If yes, provide details. | <p>Yes, the Board of Directors have instituted several specialized Committees to guide and monitor the Company's sustainability initiatives. These Committees play a pivotal role in embedding Environmental, Social, and Governance (ESG) principles into the organization's core decision-making processes. The key Committees include:</p> <ul style="list-style-type: none"> <li>a) Risk Management Committee</li> <li>b) Audit Committee/Board</li> <li>c) Stakeholder Relationship Committee</li> <li>d) Nomination and Remuneration Committee</li> <li>e) Works Committee</li> </ul> |     |     |     |     |     |     |     |     |

10. Details of Review of NGRBCs by the Company:

| Subject for Review                                                                                              | Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee                                                                                                                                                                                                                                                                                                                          |    |    |    |    |    |    |    |    | Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify) |    |    |    |    |    |    |    |    |
|-----------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|----|----|----|----|----|----|----|--------------------------------------------------------------------------|----|----|----|----|----|----|----|----|
|                                                                                                                 | P1                                                                                                                                                                                                                                                                                                                                                                                                                        | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P1                                                                       | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
| Performance against above policies and follow up action                                                         | <p>The Senior Management of the Company reviews the performance of the Company against various policies. Key aspects of such reviews are also updated time to time.</p> <p>No significant instances of non-compliance have been reported. Operational concerns are being continuously dealt with as they arise. Each Department Head oversees and ensures compliance within their respective areas of responsibility.</p> |    |    |    |    |    |    |    |    | Annually                                                                 |    |    |    |    |    |    |    |    |
| Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances |                                                                                                                                                                                                                                                                                                                                                                                                                           |    |    |    |    |    |    |    |    | Quarterly                                                                |    |    |    |    |    |    |    |    |

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

| P 1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|-----|-----|-----|-----|-----|-----|-----|
| <p>Yes, sentra.world, an eminent Sustainability and ESG Consultant, assessed the implementation and adequacy of our policies, highlighting their effectiveness. Various Department and Business leaders routinely review and update these policies, with final approval from Management or the Board. If required, Internal Auditors and Regulatory Authorities may also examine the processes and compliance measures to ensure thorough oversight.</p> <p>Various ISO standards obtained by the Company assess and verify our policies to ensure they are effectively developed, communicated, and integrated into the management systems, meeting both regulatory and organizational requirements.</p> |     |     |     |     |     |     |     |     |

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

| Questions                                                                                                                       | P 1            | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 |
|---------------------------------------------------------------------------------------------------------------------------------|----------------|-----|-----|-----|-----|-----|-----|-----|-----|
| The entity undertakes not consider the principles material to its business (Yes/No)                                             | Not Applicable |     |     |     |     |     |     |     |     |
| The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No) |                |     |     |     |     |     |     |     |     |
| The entity undertakes not have the financial or/ human and technical resources available for the task (Yes/No)                  |                |     |     |     |     |     |     |     |     |
| It is planned to be done in the next Financial Year (Yes/No)                                                                    |                |     |     |     |     |     |     |     |     |
| Any other reason (please specify)                                                                                               |                |     |     |     |     |     |     |     |     |

### SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

#### PRINCIPLE 1

**Mukand Limited is committed to conducting its business with integrity, transparency, accountability, and ethical leadership. These principles underpin the Company’s governance framework, guide decision-making across all levels of the organization, and reinforce stakeholder confidence.**

During FY 2025–26, the Company conducted structured capacity-building programmes across leadership, employees and workers covering governance, ethics, compliance, sustainability, health & safety, technical capability and behavioural excellence.

Percentage coverage by training and awareness programmes on any of the principles during the Financial Year:

| Segment                           | Total number of trainings and awareness programmes held | Topics/principles covered under the training and its impact                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | %age of persons in respective category covered by the awareness programmes |
|-----------------------------------|---------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------|
| Board of Directors                | 2                                                       | Business familiarisation programme                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 50                                                                         |
| Key Managerial Personnel          | 46                                                      | <p><b>Behavioural</b></p> <p>Exclusive Workshop on Strategic Interviewing Skills, Growth Strategy - MHEL, Live the Code – BELONG at Mukand, Problem Solving</p> <p><b>Compliance</b></p> <p>Awareness on Code of Conduct, Energy ISO, Gender Sensitivity PoSH, Induction (Day 1), Induction (Day 2), Live the Code – BELONG at Mukand, NPS Awareness Session (Introduction of New Components)</p> <p><b>Engagement</b></p> <p>Health in Changing Climate (Employee Engagement)</p> <p><b>Safety</b></p> <p>Fire and Life Safety, General Safety Awareness, Safety Kavach</p> <p><b>Technical</b></p> <p>Continuous Casting (by Lechler India) (Probono basis), Growth Strategy - MHEL, PMS, SAP MM Refresher, SAP S/4 HANA PP/QM User Training, Updates in Internal Process- Training &amp; Development, Visitor Management System, Walkthrough of the New Recruitment Module on DarwinBox</p>                                                                                                                                                                                                                                                                                                   | 46                                                                         |
| Employees other than BoD and KMPs | 241                                                     | <p><b>Behavioural</b></p> <p>Change Management, Communication Skill, Corporate Etiquettes, Developing Ownership Attitude, Driving Performance &amp; Motivation, Emotional Intelligence, Exclusive Workshop on Strategic Interviewing Skills, Growth Strategy - MHEL, Leadership Training, LinkedIn Courses, Live the Code – BELONG at Mukand, My Golden Years, Partnering for Success Thinking, Problem Solving, Problem Solving &amp; Decision-making, Stress Management, Supply Chain Management</p> <p><b>Compliance</b></p> <p>Awareness ISO 9001 (2015), Awareness on Code of Conduct, Energy ISO, Ernst &amp; Young (EY) Compliance Tool, Gender Sensitivity PoSH, GET &amp; DET Induction, Induction (Day 1), Induction (Day 2), ISO 9001-2015(ISO Awareness &amp; Dept Systems), Live the Code – BELONG at Mukand, Load and Empty Truck checking procedure, NPS Awareness Session (Introduction of New Components), Understanding The Implications of The New Labour Codes and Its Broad Overview</p> <p><b>Safety</b></p> <p>Environmental Sustainability, Fire &amp; GK Safety, Fire &amp; Life Safety, Fire Alarm System Demo, Fire and Life Safety, Fire Hose Drill, Fire Safety</p> | 36                                                                         |

| Segment | Total number of trainings and awareness programmes held | Topics/principles covered under the training and its impact                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | %age of persons in respective category covered by the awareness programmes |
|---------|---------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------|
|         |                                                         | <p>Fire Safety Training, General Safety Awareness, General Safety Awareness, Hose Drill, Patrolling Surveillance, Perimeter Protection, Safety Awareness, Safety Excellence in Steel Industry, Safety Kavach, SCBA Sets and Aluminium Fire Proximity Suits, Traffic Control</p> <p><b>Technical</b></p> <p>ARB Bearing, AutoCAD, Awareness of customer requirement, CNC Programming &amp; Operation Training, Condition-Based Monitoring, Continuous Casting (by Lechler India) (Probono basis), Continuous Casting, Continuous Casting &amp; Caster Process Mastery, Contract Communication &amp; Negotiation, End to End Scrap to Steel Journey, Energy Efficient Technology, E-NFA digitization of Purchase, ESG Skills for Future-Ready Industries   ESG Awareness &amp; Capability-Building Workshop, Fabrication &amp; Welding Standards for Heavy Machinery, Financial Wellness Program ( Women's Day), GET/DET Project Presentations/Evaluations, Growth Strategy - MHEL, Hydraulics &amp; Pneumatic in Heavy Equipments, Hydraulics &amp; Pneumatic in Heavy Equipments, Intro to Machine Building Projects to Product Lifecycle, Introduction to Project Management &amp; Risk Management, Live Session KAP CHA Documents Form &amp; Workflow Digitization, Marketing Process &amp; Estimation for New Trainees, Mechanical Design &amp; Engineering of cranes &amp; Heavy Equipments, Mechanical Maintenance &amp; Reliability Engineering in Steel Plant, Metallurgy for non-metallurgist arranged by ASM International India Chapter 27. Microsoft Excel, Microsoft Excel (Advanced Level), Microsoft Excel (Intermediate Level), Microsoft Outlook, Monsoon preparation for the dispatch, New Product Development Including HT &amp; Annealing Process Insights GET, PMS, Presentation on Advanced Power Supply, TB etc, Presentation Skills, Process Planning of Machine Stop, Rolling Mill Fundamentals, SAP- Gate Entry / Weighbridge / Scan and Load System, SAP MM Refresher, SAP PM Module, SAP S/4 HANA PP User Training, SAP S/4 HANA PP/QM User Training, SAP Sales, Distribution &amp; Logistics Module, Steel Refining &amp; Ladle Metallurgy, Updates in Internal Process- Training &amp; Development, Visitor Management System</p> |                                                                            |

| Segment | Total number of trainings and awareness programmes held | Topics/principles covered under the training and its impact                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | %age of persons in respective category covered by the awareness programmes |
|---------|---------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------|
|         |                                                         | <b>Engagement</b><br>Health in Changing Climate (Employee Engagement)<br><br><b>Quality</b><br>Building Competitiveness & Quality Mindset Zero Defect Zero Effect ( ZED), Quality Assurance & Metallurgical Lab Practices                                                                                                                                                                                                                                                                                                                    |                                                                            |
| Workers | 27                                                      | <b>Behavioural</b><br>My Golden Years<br><br><b>Compliance</b><br>Ernst & Young (EY) Compliance Tool, Gender Sensitivity PoSH, Review on EMP Waste Segregation<br><br><b>Engagement</b><br>Health in Changing Climate (Employee Engagement)<br><br><b>Technical</b><br>SAP S/4 HANA PP User Training, Waste Generation & Disposal<br><br><b>Safety</b><br>Fire Safety, First Aid, General Safety Awareness, Material handling do's and don'ts, Mock Drill and Assembly, OH Safety & Environment, SCBA Sets and Aluminum Fire Proximity Suits | 19                                                                         |

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

| MONETARY        |                 |                                                                     |                 |                   |                               |
|-----------------|-----------------|---------------------------------------------------------------------|-----------------|-------------------|-------------------------------|
|                 | NGRBC Principle | Name of the regulatory/ enforcement agencies/ judicial institutions | Amount (in INR) | Brief of the case | Has an appeal been preferred? |
| Penalty / Fine  | NA              | NA                                                                  | NA              | NA                | NA                            |
| Settlement      | NA              | NA                                                                  | NA              | NA                | NA                            |
| Compounding fee | NA              | NA                                                                  | NA              | NA                | NA                            |
| NON-MONETARY    |                 |                                                                     |                 |                   |                               |
|                 | NGRBC Principle | Name of the regulatory/ enforcement agencies/ judicial institutions | Amount (in INR) | Brief of the case | Has an appeal been preferred? |
| Imprisonment    | NA              | NA                                                                  | NA              | NA                | NA                            |
| Settlement      | NA              | NA                                                                  | NA              | NA                | NA                            |

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

| Case details | Name of regulatory/enforcement agencies/judicial institutions |
|--------------|---------------------------------------------------------------|
| NA           | NA                                                            |

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

Although the Company undertakes not presently maintain a standalone Anti-Bribery and Anti-Corruption (ABAC) Policy, its commitment to ethical business conduct is comprehensively embedded within the Code of Conduct, Business Integrity Policy and Social Compliance Policy. These policies, applicable to the Board, senior management, and all employees, specifically addresses the avoidance of conflicts of interest and the prohibition of bribes, kickbacks, or any other inappropriate payments. While the Social Compliance Policy and Business Integrity Policy are accessible to all the employees on the intranet, the Code of conduct can be accessed through following link at Company's website: <https://www.mukand.com/investors/shareholder-info/policies-and-others/>

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

|           | FY 2025-26                  | FY 2024-25 |
|-----------|-----------------------------|------------|
| Directors | No instances were reported. |            |
| KMPs      |                             |            |
| Employees |                             |            |
| Workers   |                             |            |

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

|                                                                                              | FY 2025-26                  |         | FY 2024-25 |         |
|----------------------------------------------------------------------------------------------|-----------------------------|---------|------------|---------|
|                                                                                              | Number                      | Remarks | Number     | Remarks |
| Number of Complaints received in relation to issues of Conflict of Interest of the Directors | No instances were reported. |         |            |         |
| Number of complaints received in relation to issues of Conflict of Interest of the KMPs      |                             |         |            |         |

7. Provide details of any corrective action taken or underway on issues related to fines / penalties /action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.  
Nil
8. Number of days of accounts payables (Accounts payable \*365) / Cost of goods/services procured) in the following format:

The Company continuously monitors supplier payment cycles to maintain healthy supplier relationships while ensuring effective working capital management.

|                                     | FY 2025-26 | FY 2024-25 |
|-------------------------------------|------------|------------|
| Number of days of accounts payables | 42.95      | 46.44      |

## 9. Open-ness of business

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

| Parameter                  | Metrics                                                                                  | FY 2025-26 | FY 2024-25 |
|----------------------------|------------------------------------------------------------------------------------------|------------|------------|
| Concentration of Purchases | a. Purchases from trading houses as % of total purchases                                 | 95         | 95         |
|                            | b. Number of trading houses where purchases are made from                                | 70         | 60         |
|                            | c. Purchases from top 10 trading houses as % of total purchases from trading houses      | 65         | 65         |
| Concentration of Sales     | a. Sales to dealers / distributors as % of total sales                                   | 36         | 23         |
|                            | b. Number of dealers/distributors to whom sales are made                                 | 7          | 7          |
|                            | c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors  | 100        | 100        |
| Share of RPTs in           | a. Purchases (Purchases with related parties / Total Purchases)                          | 0.01       | 0.01       |
|                            | b. Sales (Sales to related parties / Total Sales)                                        | 0.37       | 0.37       |
|                            | c. Loans & advances (Loans & advances given to related parties / Total loans & advances) | 0.83       | 0.83       |
|                            | d. Investments ( Investments in related parties / Total Investments made)                | 0.89       | 0.05       |

## Leadership Indicators

- Awareness programmes conducted for value-chain partners on any of the principles during the Financial Year:

| Total number of trainings and awareness programmes held | Topics/principles covered under the training and its impact | %age of persons in respective category covered by the awareness programmes |
|---------------------------------------------------------|-------------------------------------------------------------|----------------------------------------------------------------------------|
| Nil                                                     |                                                             |                                                                            |

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

Yes. The Company has established a robust governance framework to identify, disclose, prevent and appropriately manage actual, potential and perceived conflicts of interest involving Directors, Senior Management Personnel and employees.

## PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe

### Essential Indicators

- Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

|       | FY 2025-26 | FY 2024-25 | Details of improvements in environmental and social impacts |
|-------|------------|------------|-------------------------------------------------------------|
| R&D   | -          | -          | -                                                           |
| Capex | -          | -          | -                                                           |

2. a. Undertakes the entity have procedures in place for sustainable sourcing?

The Company is in the process of formalising a Sustainable Procurement Framework to further strengthen responsible sourcing practices across its supply chain. This initiative will establish structured sustainability criteria for supplier evaluation and engagement, thereby enhancing environmental and social performance throughout the value chain.

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

The Company is deeply committed to sustainable business practices. As part of this commitment, approximately 78% of the Company's primary raw material requirement is fulfilled through stainless steel scrap, significantly reducing dependence on virgin raw materials while supporting resource efficiency, circular economy principles and lower embedded carbon emissions.

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

The Company manufactures stainless steel products, which are fully recyclable at the end of their service life. Stainless steel scrap is recovered through the established recycling value-chain and reused as a raw material in steel production, supporting circular economy initiatives. Plastic packaging waste is reduced, segregated, and sent to authorized recyclers. E-waste generated from office and manufacturing support activities is disposed of through authorized e-waste recyclers. Hazardous waste arising from manufacturing operations is managed in compliance with applicable statutory requirements and disposed of through authorized recyclers or TSDFs. The Company maintains robust waste segregation, recycling, and disposal practices to ensure environmentally sound management of all waste streams in accordance with applicable Indian environmental regulations.

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

Yes, the Company is registered as an Importer under the applicable Extended Producer Responsibility (EPR) provisions of the Plastic Waste Management Rules, 2016, as amended, in respect of plastic packaging associated with imported raw materials. The Company has established a structured Extended Producer Responsibility (EPR) compliance mechanism to fulfil its statutory obligations through authorized Plastic Waste Processors (PWP) and ensures that the required quantity of plastic packaging waste is collected, recycled, or otherwise processed in accordance with the applicable EPR targets. The Company files the prescribed annual returns and other regulatory submissions with the competent authority within the stipulated timelines.

**Leadership Indicators**

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

| NIC Code | Name of Product/ Service                 | % of total Turnover | Boundary for which the Life Cycle Perspective/ Assessment was conducted                                                                                                                                                                                                                                                                                                                              | Whether conducted by independent external agency (Yes/ No) | Results communicated in public domain (Yes/No) If yes, provide the web-link. |
|----------|------------------------------------------|---------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------|------------------------------------------------------------------------------|
| 27153    | Coils, Bars, RCS, and Billets            | 92.00               | The Company manufactures and dispatches Cast, Rolled, and Heat-Treated Stainless Alloys, Special Alloys, and Carbon Steels in various shapes including rounds, squares, cornered squares (RCS), hexagons, and flat cross-sections. Additionally, they produce Bright Bars in drawn, ground, or smooth turned conditions, as well as cold-finished wires. The methodology adopted is Cradle-to-Grave. | No                                                         | No                                                                           |
| 28162    | Overhead Cranes, Process Plant Equipment | 8.00                | The Company specializes in the manufacturing and dispatching of Heavy Material Handling Equipment, Mechanical Equipment, and components specifically designed for process plants. The methodology adopted is Cradle-to-Grave.                                                                                                                                                                        | No                                                         | No                                                                           |

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

| Name of Product/Service                                                                                                                       | Description of the risk/concern | Action taken |
|-----------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------|--------------|
| The company intends to conduct Life Cycle Assessment in a structured approach for each of the product category as defined in the table above. |                                 |              |

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

The use of recycled stainless-steel scrap represents one of the Company's most significant contributions towards circular economy and climate change mitigation.

| Indicate input material | Recycled or re-used input material to total material |                   |
|-------------------------|------------------------------------------------------|-------------------|
|                         | FY 2025-26                                           | FY 2024-25        |
| Scrap                   | 100%                                                 | 100%              |
| Packaging Materials     | 0% (sold outside)                                    | 0% (sold outside) |

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

Waste generated across operations is managed in accordance with applicable statutory requirements, with priority given to reuse, recycling and recovery before final disposal.

|                                | FY 2025-26 |          |                 | FY 2024-25 |          |                 |
|--------------------------------|------------|----------|-----------------|------------|----------|-----------------|
|                                | Re-Used    | Recycled | Safely Disposed | Re-Used    | Recycled | Safely Disposed |
| Plastics (including packaging) | -          | -        | 353.34          | -          | -        | 148             |
| E-waste                        | -          | -        | 20.27           | -          | -        | 7.88            |
| Hazardous waste                | -          | -        | 5.53            | -          | -        | 12.39           |
| Other waste                    | -          | -        | 1740            | -          | -        | 341             |
| Used batteries                 | -          | -        | 17.12           | -          | -        | 5.52            |

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

| Indicate product category | Reclaimed products and their packaging materials as % of total products sold in respective category |
|---------------------------|-----------------------------------------------------------------------------------------------------|
| NA                        | NA                                                                                                  |

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

Mukand Limited recognizes its employees and workers as its most valuable asset. The Company is committed to fostering a safe, healthy, inclusive and engaging workplace that promotes employee well-being, professional development and operational excellence. Human capital development remains an integral component of the Company's long-term business strategy and sustainability framework.

#### Essential Indicators

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

| Category                       | % of employees covered by |                  |           |                    |           |                    |           |                    |           |                     |           |
|--------------------------------|---------------------------|------------------|-----------|--------------------|-----------|--------------------|-----------|--------------------|-----------|---------------------|-----------|
|                                | Total<br>(A)              | Health insurance |           | Accident insurance |           | Maternity benefits |           | Paternity Benefits |           | Day Care facilities |           |
|                                |                           | Number<br>(B)    | % (B / A) | Number<br>(C)      | % (C / A) | Number<br>(D)      | % (D / A) | Number<br>(E)      | % (E / A) | Number<br>(F)       | % (F / A) |
| Permanent employees            |                           |                  |           |                    |           |                    |           |                    |           |                     |           |
| Male                           | 556                       | 556              | 100       | 556                | 100       | 0                  | 0         | 556                | 100       | NA                  | NA        |
| Female                         | 21                        | 21               | 100       | 21                 | 100       | 21                 | 100       | 0                  | 0         | NA                  | NA        |
| Total                          | 577                       | 577              | 100       | 577                | 100       | 21                 | 4         | 556                | 100       | NA                  | NA        |
| Other than Permanent employees |                           |                  |           |                    |           |                    |           |                    |           |                     |           |
| Male                           | 92                        | 50               | 54        | 92                 | 100       | 0                  | 0         | 50                 | 54        | NA                  | NA        |
| Female                         | 16                        | 15               | 94        | 16                 | 100       | 16                 | 100       | 15                 | 94        | NA                  | NA        |
| Total                          | 108                       | 66               | 61        | 108                | 100       | 16                 | 16        | 66                 | 61        | NA                  | NA        |

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

| Category                       | % of workers covered by |                  |           |                    |           |                    |           |                    |           |                     |           |
|--------------------------------|-------------------------|------------------|-----------|--------------------|-----------|--------------------|-----------|--------------------|-----------|---------------------|-----------|
|                                | Total<br>(A)            | Health insurance |           | Accident insurance |           | Maternity benefits |           | Paternity Benefits |           | Day Care facilities |           |
|                                |                         | Number<br>(B)    | % (B / A) | Number<br>(C)      | % (C / A) | Number<br>(D)      | % (D / A) | Number<br>(E)      | % (E / A) | Number<br>(F)       | % (F / A) |
| Permanent employees            |                         |                  |           |                    |           |                    |           |                    |           |                     |           |
| Male                           | 784                     | 784              | 100       | 784                | 100       | 0                  | 0         | 784                | 100       | NA                  | NA        |
| Female                         | 0                       | 0                | 0         | 0                  | 0         | 0                  | 0         | 0                  | 0         | NA                  | NA        |
| Total                          | 784                     | 784              | 100       | 784                | 100       | 0                  | 0         | 784                | 100       | NA                  | NA        |
| Other than Permanent employees |                         |                  |           |                    |           |                    |           |                    |           |                     |           |
| Male                           | 135                     | 97               | 72        | 135                | 100       | 0                  | 0         | 0                  | 0         | NA                  | NA        |
| Female                         | 0                       | 0                | 0         | 0                  | 0         | 0                  | 0         | 0                  | 0         | NA                  | NA        |
| Total                          | 135                     | 97               | 72        | 135                | 100       | 0                  | 0         | 0                  | 0         | NA                  | NA        |

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

|                                                                             | <b>FY 2025-26</b> | <b>FY 2024-25</b> |
|-----------------------------------------------------------------------------|-------------------|-------------------|
| Cost incurred on well-being measures as a % of total revenue of the Company | 0.32              | 0.31              |

The Company provides comprehensive employee welfare benefits in accordance with applicable statutory requirements and internal policies. These initiatives are designed to enhance employee well-being, promote financial security and support an inclusive work environment.

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

| Benefits | FY 2025-26                                         |                                                |                                                      | FY 2024-25                                         |                                                |                                                      |
|----------|----------------------------------------------------|------------------------------------------------|------------------------------------------------------|----------------------------------------------------|------------------------------------------------|------------------------------------------------------|
|          | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) |
| PF       | 100                                                | 100                                            | NA                                                   | 100                                                | 100                                            | NA                                                   |
| Gratuity | 100                                                | 100                                            | NA                                                   | 100                                                | 100                                            | NA                                                   |
| ESI      | 0                                                  | 0                                              | NA                                                   | 0                                                  | 0                                              | NA                                                   |

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

The Company is committed to creating an accessible and inclusive workplace. Accessibility measures, including barrier-free access through ramps and supporting infrastructure, have been implemented at its manufacturing facilities to facilitate mobility for persons with disabilities in accordance with applicable statutory requirements.

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

Although the Company has not yet adopted a standalone Equal Opportunity Policy, the principles of equal opportunity, diversity, inclusion and non-discrimination are embedded within its Code of Conduct and Human Resource practices. The Company intends to formalize a dedicated Equal Opportunity Policy in due course.

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

| Gender | Permanent employees |                | Permanent workers   |                |
|--------|---------------------|----------------|---------------------|----------------|
|        | Return to work rate | Retention rate | Return to work rate | Retention rate |
| Male   | 100%                | 100%           | NA                  | NA             |
| Female | 100%                | 100%           | NA                  | NA             |
| Total  | 100%                | 100%           | NA                  | NA             |

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

|                                | Yes/No<br>(If yes, then give details of the mechanism in brief)                                      |
|--------------------------------|------------------------------------------------------------------------------------------------------|
| Permanent Workers              | Yes, the Company's Grievance Committee handles the grievances associated with employees and workers. |
| Other than Permanent Workers   |                                                                                                      |
| Permanent Employees            |                                                                                                      |
| Other than Permanent Employees |                                                                                                      |

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

|                           | FY 2025-26                                              |                                                                                                         |         | FY 2024-25                                              |                                                                                                         |         |
|---------------------------|---------------------------------------------------------|---------------------------------------------------------------------------------------------------------|---------|---------------------------------------------------------|---------------------------------------------------------------------------------------------------------|---------|
|                           | Total employees/ workers in the respective category (A) | No. of employees/ workers in the respective category, who are a part of the association(s) or Union (B) | % (B/A) | Total employees/ workers in the respective category (A) | No. of employees/ workers in the respective category, who are a part of the association(s) or Union (B) | % (B/A) |
| TOTAL PERMANENT EMPLOYEES |                                                         |                                                                                                         |         |                                                         |                                                                                                         |         |
| Male                      | Not Applicable                                          |                                                                                                         |         |                                                         |                                                                                                         |         |
| Female                    |                                                         |                                                                                                         |         |                                                         |                                                                                                         |         |
| TOTAL PERMANENT WORKERS   |                                                         |                                                                                                         |         |                                                         |                                                                                                         |         |
| Male                      | 802                                                     | 802                                                                                                     | 100     | 847                                                     | 847                                                                                                     | 100     |
| Female                    | 0                                                       | 0                                                                                                       | 0       | 0                                                       | 0                                                                                                       | 0       |

8. Details of training given to employees and workers:

| Category  | FY 2025-26   |                                  |         |                         |         | FY 2025-26   |                                  |         |                         |         |
|-----------|--------------|----------------------------------|---------|-------------------------|---------|--------------|----------------------------------|---------|-------------------------|---------|
|           | Total<br>(A) | On Health and<br>safety measures |         | On skill<br>upgradation |         | Total<br>(D) | On Health and<br>safety measures |         | On skill<br>upgradation |         |
|           |              | Number<br>(B)                    | % (B/A) | Number<br>( C)          | % (C/A) |              | Number<br>(E)                    | % (E/D) | Number<br>( F)          | % (F/D) |
| EMPLOYEES |              |                                  |         |                         |         |              |                                  |         |                         |         |
| Male      | 648          | 370                              | 57      | 164                     | 25      | 637          | 499                              | 78      | 288                     | 45      |
| Female    | 37           | 39                               | 78      | 8                       | 22      | 20           | 19                               | 95      | 18                      | 90      |
| Total     | 685          | 399                              | 58      | 172                     | 25      | 657          | 518                              | 79%     | 306                     | 47      |
| WORKERS   |              |                                  |         |                         |         |              |                                  |         |                         |         |
| Male      | 873          | 215                              | 25      | 2                       | 0.2     | 847          | 526                              | 62.10   | 10                      | 1.18    |
| Female    | 0            | 0                                | 0       | 0                       | 0       | 0            | 0                                | 0       | 0                       | 0       |
| Total     | 873          | 215                              | 25      | 2                       | 0.2     | 847          | 526                              | 62.10   | 10                      | 1.18    |

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

|                  | FY 2025-26 |         |           | FY 2024-25 |         |           |
|------------------|------------|---------|-----------|------------|---------|-----------|
|                  | Total (A)  | No. (B) | % (B / A) | Total (C)  | No. (D) | % (D / C) |
| <b>Employees</b> |            |         |           |            |         |           |
| Male             | 556        | 513     | 92        | 637        | 534     | 83.83     |
| Female           | 21         | 17      | 81        | 20         | 20      | 100       |
| Total            | 577        | 530     | 92        | 657        | 554     | 84.32     |
| <b>Workers</b>   |            |         |           |            |         |           |
| Male             | 784        | 784     | 100       | 847        | 0       | 0         |
| Female           | 0          | 0       | 0         | 0          | 0       | 0         |
| Total            | 784        | 784     | 100       | 0          | 0       | 0         |

10. Health and safety management system:

Occupational Health and Safety (OHS) is a core operational priority for the Company. The OHS Management System is designed to proactively identify hazards, assess operational risks, implement preventive controls and foster a culture of continual improvement across all manufacturing locations.

- a. Whether an occupational health and safety management system has been implemented by the entity?  
If yes, the coverage such system?

Yes. We have implemented a robust Occupational Health and Safety Management System.

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

As a part of the OHSM, various processes are put in place, namely - SOP, HIRA, Safety Audits, Permit to Work, Toolbox Talks, Daily Safety Rounds, Safety Portal, Daily Safety Tracker, PSSR, FRCP, On-site Emergency Preparedness & Disaster Control Plan.

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

Yes. We have a dedicated Safety Portal, Daily Safety Tracker, SUMILAN Contractor Safety Meetings, Area Safety Committees, Safety Excellence Journey Safety Committee & APEX Safety Committee, for workers to report work-related hazards.

Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?  
Yes.

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

| Safety Incident / Number                                                     | Category* | FY 2025-26 | FY 2024-25 |
|------------------------------------------------------------------------------|-----------|------------|------------|
| Lost Time Injury Frequency Rate (LTIFR)(per one million-person hours worked) | Employees | 0          | 0          |
|                                                                              | Workers   | 0.07       | 0.4        |
| Total recordable work-related injuries                                       | Employees | 1          | 6          |
|                                                                              | Workers   | 24         | 48         |
| No. of fatalities                                                            | Employees | 0          | 0          |
|                                                                              | Workers   | 1          | 0          |
| High consequence work-related injury or ill-health (excluding fatalities)    | Employees | 0          | 0          |
|                                                                              | Workers   | 0          | 0          |

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

The Company is committed to achieving “Zero Harm” by fostering a robust safety culture and implementing comprehensive Occupational Health, Safety, and Environmental (OHSE) management systems. The Company has adopted the following strategic initiatives to ensure a safe, healthy, and sustainable workplace:

Strengthened Safety Leadership Capability:

- Revised Occupational Health, Safety & Environment (OHSE) Policy aligned with organizational objectives.
- Active leadership engagement through the APEX Committee, Safety Excellence Journey Committees, Safety Sub-Committees, and Area Safety Committees.
- Cross-functional learning from incidents and implementation of corrective and preventive actions.
- Deployment of the Fatality Risk Control Program (FRCP) to identify and manage critical risks.
- Integration of technology-driven solutions to reduce workplace hazards and enhance risk control.

Contractor Safety Risk Management:

- Periodic evaluation and assessment of contractor safety performance.
- Monthly contractor safety meetings (SUMILAN) to review safety compliance and share best practices.
- Regular Toolbox Talks to reinforce hazard awareness and safe work practices before commencement of work.

Excellence in Process Safety Management:

- Real-time monitoring of critical equipment and processes.
- Strengthening of Pre-Start-Up Safety Reviews (PSSR) to ensure safe commissioning of facilities and equipment.
- Robust Management of Change (MOC) processes to evaluate and control risks associated with operational modifications.

Promoted a Proactive Safety Culture:

- Introduction of the Mukand Kavach Safety Portal for reporting and tracking Unsafe Acts, Unsafe Conditions, Near Misses, and FRCP observations.
- Encouragement of employee participation in hazard identification and risk mitigation.
- Recognition and reinforcement of positive safety behaviours across all levels of the organization.

Established Engineering Controls:

- Installation and maintenance of machine guarding systems.
- Implementation of Local Exhaust Ventilation (LEV) systems to control dust, fumes, and gaseous emissions.
- Provision of adequate workplace illumination.
- Deployment of interlocks, emergency stop systems, and safety barriers for enhanced operational safety.
- Installation of cooling arrangements and heat shields around furnaces and high-temperature equipment to protect personnel.

Established Administrative Controls:

- Systematic Hazard Identification and Risk Assessment (HIRA) processes.
- Development and implementation of Safe Operating Procedures (SOPs).
- Permit-to-Work (PTW) systems for high-risk and non-routine activities.
- Regular internal, external, and statutory safety inspections and audits.
- Daily safety performance monitoring through a Safety Tracker system.
- Periodic refresher safety training programs for employees and contractors.
- Display of safety signage and awareness materials across the workplace.

- Structured incident reporting, investigation, and corrective action management systems.

**Implemented Occupational Health Management:**

- Periodic medical examinations for employees.
- Health surveillance programs for exposure to dust, noise, and hazardous chemicals.
- Provision of safe drinking water, sanitation facilities, and adequate rest areas for employees and contract workmen.

**Strengthened Emergency Preparedness and Response:**

- Comprehensive On-Site Emergency and Disaster Management Plan.
- Regular emergency response drills and mock exercises conducted as per the defined schedule.
- Continuous review and improvement of emergency preparedness measures.

**Strengthened Environmental Protection and Sustainability:**

- Continuous monitoring of stack emissions, workplace air quality, and noise levels.
- Treatment and management of wastewater through Effluent Treatment Plants (ETP) and Sewage Treatment Plants (STP).
- Environmentally responsible disposal of hazardous waste and slag in compliance with applicable statutory requirements.
- Commitment to pollution prevention, resource conservation, and sustainable operations.

These strategic initiatives reflect the Company's unwavering commitment to safeguarding the health and safety of its employees, contractors, and stakeholders while ensuring environmental stewardship and sustainable business growth. Through sustained leadership commitment, employee participation and continual improvement, the Company strives to ensure that every employee and workman returns home safely every day.

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

|                    | FY 2025-26            |                                       |                                                                        | FY 2024-25            |                                       |                                                                                                                                                                                                                                                       |
|--------------------|-----------------------|---------------------------------------|------------------------------------------------------------------------|-----------------------|---------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                    | Filed during the year | Pending resolution at the end of year | Remarks                                                                | Filed during the year | Pending resolution at the end of year | Remarks                                                                                                                                                                                                                                               |
| Working Conditions | 260                   | 12                                    | Pending complaints are related to Structural repairs, road conditions. | 204                   | 3                                     | Corrective actions have been initiated for all pending grievances relating to infrastructure improvements, including structural repairs and road conditions. These matters are being monitored through established internal mechanisms until closure. |
| Health & Safety    | 18                    | 3                                     | Pending complaints are related to Dust & Fumes – Work in Progress      | 11                    | 0                                     | -                                                                                                                                                                                                                                                     |

## 14. Assessments for the year:

| Parameter                   | % of your plants and offices that were assessed (by entity or statutory authorities or third parties) |
|-----------------------------|-------------------------------------------------------------------------------------------------------|
| Health and safety practices | 100                                                                                                   |
| Working conditions          | 100                                                                                                   |

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

The Company has established a structured incident reporting, investigation and learning framework to ensure timely identification of root causes, implementation of corrective and preventive actions, and continuous improvement in occupational health and safety performance. All safety incidents, including First Aid Cases (FACs), near-misses, unsafe conditions and other reportable events, are promptly reported, investigated and analysed by cross-functional investigation teams in accordance with the Company's incident classification, reporting and investigation procedures.

Root cause analysis is conducted to identify immediate, underlying and systemic causes, and appropriate corrective and preventive actions are implemented to mitigate recurrence risks. Significant and high-potential incidents are reviewed by senior management and deliberated in forums such as the Monthly Corporate Management Review (CMD Review), Apex Safety Committee, Safety Excellence Journey Safety Committee (SEJSC) and Area Safety Committee Meetings.

Lessons learned, key findings and recommendations arising from incident investigations are systematically communicated across relevant functions to facilitate organizational learning. The implementation and horizontal deployment of corrective and preventive actions across similar operations and work areas are monitored and ensured by the respective Heads of Departments (HODs) and process owners, thereby strengthening the Company's proactive risk management and continual improvement in safety performance.

### Leadership Indicators

## 1. Undertakes the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

Yes, the Company extends Life Insurance and Compensatory Package to Employees & Workers in the event of death. As part of its commitment to employee welfare and social security, the Company has established mechanisms to provide financial assistance and support to the family of an employee or contract workman in the unfortunate event of death arising out of employment or due to natural causes, as applicable under Company policies and statutory provisions. The support framework includes:

- **Group Life Insurance Coverage:** Eligible employees are covered under the Company's Group Life Insurance Scheme, providing financial compensation to the nominated beneficiary in the event of death.
- **Employee Compensation Benefits:** In cases of work-related fatalities, compensation is provided in accordance with the applicable provisions of the Employees' Compensation Act, 1923, or other relevant statutory requirements.
- **Employee Deposit Linked Insurance (EDLI):** Eligible employees covered under the Employees' Provident Fund (EPF) receive insurance benefits under the EDLI Scheme as prescribed by statutory norms.
- **Provident Fund, Gratuity and Leave Encashment:** Settlement of all eligible terminal benefits, including Provident Fund accumulations, gratuity, leave encashment, and other dues, is expedited to support the bereaved family.
- **Support to Contract Workmen:** Contract workmen are required to be covered under statutory insurance and compensation schemes by their respective contractors. The Company monitors compliance to ensure that compensation and insurance benefits are available to affected families as per legal requirements. Additionally, the Company's management pays appropriate amount of Ex Gratia Payment.

- **Compassionate Assistance and Facilitation:** The Company extends administrative support to the family members for processing insurance claims, statutory benefits, and other applicable financial assistance schemes.
- **Employee Assistance and Welfare Measures:** Depending on circumstances and prevailing Company policies, additional welfare support is extended to assist the family during the transition period.

Through these measures, the Company endeavours to provide financial security and compassionate support to the families of employees and workmen, reflecting its commitment to the well-being of its workforce and their dependents.

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

The Company's Internal Audit team conducts audits of contractors to maintain compliance with statutory payment obligations.

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

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

Every workplace fatality is treated with the utmost seriousness. The Company undertakes comprehensive investigations to determine root causes, implement corrective and preventive actions, and strengthen existing safety controls to prevent recurrence.

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

Yes, the Company provides extensions or retainerships to employees on a case-by-case basis, demonstrating its commitment to supporting the workforce and maintaining long-term professional relationships.

5. Details on assessment of value-chain partners:

|                             | % of value-chain partners (by value of business done with such partners) that were assessed |
|-----------------------------|---------------------------------------------------------------------------------------------|
| Health and safety practices | Nil                                                                                         |
| Working Conditions          | Nil                                                                                         |

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

The Company is currently evaluating a structured framework for assessing occupational health, safety and working conditions across its value chain and intends to strengthen these assessments progressively.

#### PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

Mukand Limited recognizes stakeholder engagement as a fundamental element of responsible business conduct and sustainable value creation. The Company actively engages with stakeholders to understand their expectations, strengthen relationships, identify emerging risks and opportunities, and support informed decision-making.

## Essential Indicators

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

The Company periodically identifies and prioritizes its key stakeholder groups based on their influence on business operations, dependence on the Company, regulatory expectations and potential impact on long-term value creation. The Company assess the impact of each stakeholder group on its business, which supports them prioritize key stakeholders and gain a better understanding of their expectations and concerns. Through regular interactions across various channels, the Company aims to strengthen its relationships and enhance the Company's strategy.

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

| Stakeholder Group                   | Whether identified as Vulnerable & Marginalised Group (Yes/No) | Channels of communications (Email, SMS, Newspaper, pamphlets, advertisement, community meetings, notice Board, website), others. | Frequency of engagement (Annually/ Half-yearly/ Quarterly/ others - please specify) | Purpose and scope of engagement including key topics and concerns raised during such engagement                                                                                                    |
|-------------------------------------|----------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Community                           | No                                                             | Email, Meetings                                                                                                                  | Other                                                                               | Community development, environmental stewardship, grievance redressal, local employment opportunities, education, healthcare, and infrastructure initiatives.                                      |
| Regulatory Authority                | No                                                             | SE & MCA filings                                                                                                                 | Quarterly                                                                           | Statutory compliance, regulatory filings, environmental compliance, occupational health & safety, and corporate governance.                                                                        |
| Employees and Workers               | No                                                             | Intranet / Website                                                                                                               | Other                                                                               | Employee engagement, Capability development, Performance management, Safety, Well-being, Diversity and inclusion                                                                                   |
| Investors (other than shareholders) | No                                                             | Other                                                                                                                            | Other                                                                               | Financial performance, governance, strategy, ESG performance, risk management, regulatory compliance, and shareholder value creation.                                                              |
| Shareholders                        | No                                                             | Other                                                                                                                            | Quarterly                                                                           | To tackle the challenges posed by the remoteness and difficulty in Rural areas, the Company has developed Programs specifically tailored to address Education and Sanitation issues in such areas. |

| Stakeholder Group    | Whether identified as Vulnerable & Marginalised Group (Yes/No) | Channels of communications (Email, SMS, Newspaper, pamphlets, advertisement, community meetings, notice Board, website), others. | Frequency of engagement (Annually/ Half-yearly/ Quarterly/ others - please specify) | Purpose and scope of engagement including key topics and concerns raised during such engagement                                                                                                    |
|----------------------|----------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Communities          | Yes                                                            | Other                                                                                                                            | Quarterly                                                                           | To tackle the challenges posed by the remoteness and difficulty in Rural areas, the Company has developed Programs specifically tailored to address Education and Sanitation issues in such areas. |
| Value-chain Partners | No                                                             | Email, Meetings                                                                                                                  | Other                                                                               | Responsible sourcing, supplier performance, ethical business practices, sustainability expectations, quality, delivery, and continuous improvement.                                                |

#### Leadership Indicators

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

The Board receives periodic updates on significant stakeholder matters through established governance mechanisms. Feedback obtained through stakeholder engagement contributes to strategic decision-making and supports continual improvement of business practices and sustainability initiatives.

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

The Company has consistently acknowledged the significance of stakeholder participation in business decision-making as a crucial element for advancing the organization. In the future, the Company intends to develop a formal process to further facilitate and enhance stakeholder involvement in decision-making.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.

The Company remains committed to fostering constructive relationships with local communities through continuous engagement, grievance redressal mechanisms and community development programmes designed to address locally relevant social priorities. The Plant Head and Plant HR/ER are the designated point of contact for residents to raise grievances or concerns for the community.

#### PRINCIPLE 5 Businesses should respect and promote human rights

Mukand Limited is committed to respecting internationally recognized human rights across its operations and business relationships. The Company strives to provide a workplace founded on dignity, equality, mutual respect and fair treatment while promoting ethical conduct throughout its value chain.

### Essential Indicators

- Employees and workers who have been provided training on human rights issues and policies of the entity, in the following format:

| Category             | FY 2025-26 |                                        |           | FY 2024-25 |                                       |           |
|----------------------|------------|----------------------------------------|-----------|------------|---------------------------------------|-----------|
|                      | Total (A)  | No. of employees / workers covered (B) | % (B / A) | Total (C)  | No. of employees/ workers covered (D) | % (D / C) |
| <b>Employees</b>     |            |                                        |           |            |                                       |           |
| Permanent            | 556        | 556                                    | 100       | 599        | 599                                   | 100       |
| Other than permanent | 21         | 22                                     | 100       | 58         | 58                                    | 100       |
| Total Employees      | 577        | 578                                    | 100       | 657        | 657                                   | 100       |
| <b>Workers</b>       |            |                                        |           |            |                                       |           |
| Permanent            | 784        | 784                                    | 100       | 847        | 847                                   | 100       |
| Other than permanent | 0          | 0                                      | 0         | 0          | 0                                     | 0         |
| Total Workers        | 784        | 784                                    | 100       | 847        | 847                                   | 100       |

Human rights awareness forms an integral part of the Company's governance and employee development framework and is reinforced through periodic training, induction programmes and the Code of Conduct.

- Details of minimum wages paid to employees and workers, in the following format:

The Company complies with all applicable labour laws and statutory wage requirements. Employees and workers receive wages in accordance with applicable regulations and internal compensation policies.

| Category             | FY 2025-26 |                       |           |                        |           | FY 2024-25 |                       |           |                        |           |
|----------------------|------------|-----------------------|-----------|------------------------|-----------|------------|-----------------------|-----------|------------------------|-----------|
|                      | Total (A)  | Equal to Minimum Wage |           | More than Minimum Wage |           | Total (D)  | Equal to Minimum Wage |           | More than Minimum Wage |           |
|                      |            | No. (B)               | % (B / A) | No. (C)                | % (C / A) |            | No. (E)               | % (E / D) | No. (F)                | % (F / D) |
| Employees            |            |                       |           |                        |           |            |                       |           |                        |           |
| Permanent            |            |                       |           |                        |           |            |                       |           |                        |           |
| Male                 | 556        | 0                     | 0         | 556                    | 100       | 579        | 0                     | 0         | 579                    | 100       |
| Female               | 21         | 0                     | 0         | 21                     | 100       | 20         | 0                     | 0         | 20                     | 100       |
| Other than Permanent |            |                       |           |                        |           |            |                       |           |                        |           |
| Male                 | 92         | 0                     | 0         | 92                     | 100       | 58         | 0                     | 0         | 58                     | 100       |
| Female               | 16         | 0                     | 0         | 16                     | 100       | 0          | 0                     | 0         | 0                      | 0         |
| Workers              |            |                       |           |                        |           |            |                       |           |                        |           |
| Permanent            |            |                       |           |                        |           |            |                       |           |                        |           |
| Male                 | 784        | 0                     | 0         | 784                    | 100       | 847        | 0                     | 0         | 847                    | 100       |
| Female               | 0          | 0                     | 0         | 0                      | 0         | 0          | 0                     | 0         | 0                      | 0         |
| Other than Permanent |            |                       |           |                        |           |            |                       |           |                        |           |
| Male                 | 0          | 0                     | 0         | 0                      | 0         | 0          | 0                     | 0         | 0                      | 0         |
| Female               | 0          | 0                     | 0         | 0                      | 0         | 0          | 0                     | 0         | 0                      | 0         |

**3. Details of remuneration/salary/wages**
**a. Median remuneration / wages:**

|                                  | Male   |                                                           | Female |                                                           |
|----------------------------------|--------|-----------------------------------------------------------|--------|-----------------------------------------------------------|
|                                  | Number | Median remuneration salary / wages of respective category | Number | Median remuneration salary / wages of respective category |
| Board of Directors               | 5      | 1,21,81,048                                               | 1      | -                                                         |
| Key Managerial Personnel         | 2      | 58,76,397                                                 | 0      | -                                                         |
| Employees other than BoD and KMP | 569    | 8,22,276                                                  | 40     | 4,98,875                                                  |
| Workers                          | 784    | 7,76,911                                                  | 0      | -                                                         |

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

|                                                 | FY 2025-26 | FY 2024-25 |
|-------------------------------------------------|------------|------------|
| Gross wages paid to females as % of total wages | 0.03       | 1.38       |

**4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?**

Yes. Based on the Company's assessment, no significant human rights risks have been identified across its own operations during the reporting period. Nevertheless, the Company continues to strengthen awareness, governance and monitoring mechanisms to proactively address emerging risks.

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

The Works Committee, formed under the Factories Act, 1948, is responsible for addressing the human rights aspects of grievances. Additional details about the Works Committee can be found in point 6 of the Essential Indicator under Principle 3. The Company has also implemented a Code of Conduct and Policy on Prevention of Sexual Harassment of Women at Workplace, which establish the principles and standards that guide the actions of the Company and its employees to maintain a respectful and secure work environment. Employees are given the opportunity to directly approach the Human Resources (HR) Head to submit their grievances. The HR Head then discusses these grievances with Management and.

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

|                                   | FY 2025-26            |                                       |         | FY 2024-25            |                                       |                                                |
|-----------------------------------|-----------------------|---------------------------------------|---------|-----------------------|---------------------------------------|------------------------------------------------|
|                                   | Filed during the year | Pending resolution at the end of year | Remarks | Filed during the year | Pending resolution at the end of year | Remarks                                        |
| Sexual Harassment                 | 0                     | 0                                     | -       | 1                     | 0                                     | The complaint was resolved and formally closed |
| Discrimination at workplace       | 0                     | 0                                     | -       | 0                     | 0                                     | -                                              |
| Child Labour                      | 0                     | 0                                     | -       | 0                     | 0                                     | -                                              |
| Forced Labour/Involuntary Labour  | 0                     | 0                                     | -       | 0                     | 0                                     | -                                              |
| Wages                             | 0                     | 0                                     | -       | 0                     | 0                                     | -                                              |
| Other human Rights related issues | 0                     | 0                                     | -       | 0                     | 0                                     | -                                              |

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

|                                                                                                                                     | FY 2025-26 | FY 2024-25 |
|-------------------------------------------------------------------------------------------------------------------------------------|------------|------------|
| Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH) | 0          | 1          |
| Complaints on POSH as a % of female employees / workers                                                                             | 0          | 5          |
| Complaints on POSH upheld                                                                                                           | 0          | 1          |

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

The Company is committed to safeguarding the identity of complainants under its Whistle-blower and Policy on Prevention of Sexual Harassment of Women at Workplace, ensuring that all matters are handled with strict confidentiality. The Whistle-blower Policy guarantees full protection for whistle-blowers against any form of retaliation, including threats, intimidation, termination, suspension, disciplinary action, transfer, demotion, refusal of promotion, or any obstruction of their rights to make further disclosures. In compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, the Company has established an Internal Complaints Committee (ICC). The presiding officer of the ICC oversees all complaints under the Prevention of Sexual Harassment (POSH) Act, ensuring compliance with statutory processes and timelines.

9. Do human rights requirements form part of your business agreements and contracts?

The Company expects its suppliers and business partners to uphold applicable labour laws, ethical business practices and fundamental human rights principles. These expectations are communicated through contractual arrangements, supplier interactions and applicable policies.

10. Assessments for the year:

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

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

Based on periodic assessments, the Company implements appropriate corrective and preventive actions to address identified risks and concerns. Progress is monitored regularly to ensure timely closure and continuous improvement.

### Leadership Indicators

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

Employees and workers have access to established grievance redressal mechanisms designed to ensure fair, confidential and timely resolution of workplace concerns. The Company reviews human rights-related grievances on a periodic basis and, where required, strengthens or modifies its policies, procedures, awareness programs, and workplace practices to prevent recurrence and promote a safe, fair, and inclusive work environment.

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

The Company intends to progressively strengthen its human rights due diligence framework by integrating responsible sourcing, supplier engagement and awareness initiatives into its broader ESG strategy.

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

The Company has installed ramps at both the Kalwe and Hospet factories to facilitate easy mobility for individuals with disabilities, and it is committed to providing an accessible and inclusive workplace.

4. Details on assessment of value-chain partners:

|                             | % of value-chain partners that were assessed (by entity or statutory authorities or third parties) |
|-----------------------------|----------------------------------------------------------------------------------------------------|
| Child Labour                | 0                                                                                                  |
| Forced/involuntary labour   | 0                                                                                                  |
| Sexual harassment           | 0                                                                                                  |
| Discrimination at workplace | 0                                                                                                  |
| Wages                       | 0                                                                                                  |
| Others – please specify     | 0                                                                                                  |

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above. Not Applicable

#### PRINCIPLE 6 Businesses should respect and make efforts to protect and restore the environment

Mukand Limited is committed to responsible environmental stewardship and recognizes environmental sustainability as an integral component of its long-term business strategy. The Company continually strives to improve resource efficiency, reduce environmental impacts, enhance energy performance and support India's transition towards low-carbon industrial development through responsible manufacturing practices.

#### Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

| Parameter                                                                                                                                                   | FY 2025-26<br>(in Gigajoules) | FY 2024-25<br>(in Gigajoules) |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------|-------------------------------|
| <b>From renewable sources</b>                                                                                                                               |                               |                               |
| Total electricity consumption (A)                                                                                                                           | 4,96,306                      | 4,04,231                      |
| Total fuel consumption (B)                                                                                                                                  | 0                             | 0                             |
| <b>Energy consumption through other sources (C)</b>                                                                                                         | 0                             | 0                             |
| Total energy consumed from renewable sources (A+B+C)                                                                                                        | 4,96,306                      | 4,04,231                      |
| <b>From non-renewable sources</b>                                                                                                                           |                               |                               |
| <b>Total electricity consumption (D)</b>                                                                                                                    | <b>4,51,828</b>               | <b>6,85,478</b>               |
| Total fuel consumption (E)                                                                                                                                  | 80,63,331                     | 81,62,587                     |
| Energy consumption through other sources (F)                                                                                                                | 0                             | 0                             |
| <b>Total energy consumed from non- renewable sources (D+E+F)</b>                                                                                            | <b>85,15,159</b>              | <b>88,48,066</b>              |
| <b>Total energy consumed (A+B+C+D+E+F)</b>                                                                                                                  | <b>90,11,464</b>              | <b>92,52,296</b>              |
| <b>Energy intensity per rupee of turnover</b> (Total energy consumed / Revenue from operations)                                                             | 0.00,019                      | 0.00,020                      |
| <b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP) | 0.00,395                      | 0.00,414                      |
| <b>Energy intensity in terms of physical output</b>                                                                                                         | 17.57                         | 18.83                         |
| <b>Energy intensity</b> (optional) – the relevant metric may be selected by the entity - MT/employee                                                        | 13,155.42                     | 14,082.64                     |

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

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

The Company's premises at Kalwe is also recognized as a Designated Consumer under the Government of India's Perform, Achieve, and Trade (PAT) scheme. Under PAT Cycle 7 (FY 2022–23 to FY 2024–25), We are not notified for year 2025-26.

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

| Parameter                                                                                                                                                    | FY 2025-26       | FY 2024-25       |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|------------------|
| <b>Water withdrawal by source (in kilolitres)</b>                                                                                                            |                  |                  |
| (i) Surface water                                                                                                                                            | 17,52,145        | 17,31,699        |
| (ii) Groundwater                                                                                                                                             | 1,07,600         | 1,13,850         |
| (iii) Third party water                                                                                                                                      | 5,17,898         | 5,26,968         |
| (iv) Seawater / desalinated water                                                                                                                            | 0                | 0                |
| (v) Others                                                                                                                                                   | 0                | 0                |
| <b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>                                                                              | <b>23,77,734</b> | <b>23,71,517</b> |
| <b>Total volume of water consumption (in kilolitres)</b>                                                                                                     | <b>23,77,734</b> | <b>23,71,517</b> |
| <b>Water intensity per rupee of turnover</b> (Total water consumption / Revenue from operations)                                                             | 0.00,005         | 0.00,005         |
| <b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP) | 0.00,104         | 0.00,106         |
| <b>Water intensity in terms of physical output</b>                                                                                                           | 4.64             | 4.83             |
| <b>Water intensity (optional)</b> – the relevant metric may be selected by the entity - MT/employee                                                          | 3,471.14         | 3,609.61         |

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

4. Provide the following details related to water discharged:

| Parameter                                                                    | FY 2025-26                                                                                               | FY 2024-25 |
|------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|------------|
| <b>Water discharge by destination and level of treatment (in kilolitres)</b> |                                                                                                          |            |
| (i) To Surface water                                                         | Due to the implementation of Zero Liquid Discharge mechanism in the entity, there is no water discharge. |            |
| - No treatment                                                               |                                                                                                          |            |
| - With treatment – please specify level of treatment                         |                                                                                                          |            |
| (ii) To Groundwater                                                          |                                                                                                          |            |
| - No treatment                                                               |                                                                                                          |            |
| - With treatment – please specify level of treatment                         |                                                                                                          |            |
| (iii) To Seawater                                                            |                                                                                                          |            |
| - No treatment                                                               |                                                                                                          |            |
| - With treatment – please specify level of treatment                         |                                                                                                          |            |
| (iv) Sent to third parties                                                   |                                                                                                          |            |
| - No treatment                                                               |                                                                                                          |            |
| - With treatment – please specify level of treatment                         |                                                                                                          |            |
| (v) Others                                                                   |                                                                                                          |            |
| - No treatment                                                               |                                                                                                          |            |
| - With treatment – please specify level of treatment                         |                                                                                                          |            |
| <b>Total water discharged (in kilolitres)</b>                                |                                                                                                          |            |

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

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

Yes, the entity has implemented a Zero Liquid Discharge (ZLD) mechanism. The system ensures that all wastewater generated from operations is treated, recycled and reused within the facility, resulting in no discharge of liquid effluents into the environment in compliance with environmental regulations.

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

| Parameter                           | Please specify unit | FY 2025-26 | FY 2024-25 |
|-------------------------------------|---------------------|------------|------------|
| NOx                                 | µgm/m <sup>3</sup>  | 22.15      | 20.53      |
| SOx                                 | µgm/m <sup>3</sup>  | 20.29      | 18.32      |
| Particulate matter (PM)             | µgm/m <sup>3</sup>  | 43.13      | 60.26      |
| Persistent organic pollutants (POP) |                     | -          | -          |
| Volatile organic compounds (VOC)    |                     | -          | -          |
| Hazardous air pollutants (HAP)      |                     | -          | -          |

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

7. Provide details of Greenhouse Gas (GHG) emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

| Parameter*                                                                                                                                                                                            | Unit                                                   | FY 2025-26 | FY 2024-25 |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------|------------|------------|
| Total Scope 1 emissions<br>(Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)                              | Metric tonnes of CO <sub>2</sub> equivalent            | 809263     | 837091     |
| Total Scope 2 emissions<br>(Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)                              | Metric tonnes of CO <sub>2</sub> equivalent            | 144        | 6300       |
| Total Scope 1 and Scope 2 emission intensity per rupee of turnover<br>(Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)                                                              | Metric tonnes of CO <sub>2</sub> equivalent/ INR       | 0.0000407  | 0.0000425  |
| Total Scope 1 and Scope 2 emissions intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)<br>(Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations adjusted for PPP) | Metric tonnes of CO <sub>2</sub> equivalent/ INR       | 0.000828   | 0.000864   |
| Total Scope 1 and Scope 2 emission intensity in terms of physical output                                                                                                                              | Metric tonnes of CO <sub>2</sub> equivalent/ MT        | 2.292      | 2.408      |
| Total Scope 1 and Scope 2 emission intensity (optional) –the relevant metric may be selected by the entity - MT/employee                                                                              | Metric tonnes of CO <sub>2</sub> equivalent/ employees | 1181.62    | 1283.70    |

\*Only Hospet plant is covered

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

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

Yes, the Company has undertaken several initiatives to reduce Greenhouse Gas (GHG) emissions, improve resource efficiency and support the transition towards a low-carbon and circular economy. Key initiatives include:

1. **Transition to Cleaner Fuel (PNG):** The Company has replaced conventional fuels such as Furnace Oil (FO), Light Diesel Oil (LDO) and Liquefied Petroleum Gas (LPG) with Piped Natural Gas (PNG) in applicable processes. The use of PNG has contributed to lower carbon emissions, improved combustion efficiency and reduction in air pollutants.
2. **Use of LNG-Fuelled Vehicles for Product Transportation:** The Company has promoted the use of Liquefied Natural Gas (LNG)-fuelled vehicles for transportation of finished products. This initiative supports reduce transportation-related GHG emissions and supports greener logistics operations compared to conventional diesel-based transportation.

The Company's initiative of deploying LNG-fuelled vehicles for product transportation was recognized by M/s. GreenLine Mobility Solutions Ltd. through the award of a Certificate of Recognition, acknowledging a reduction of 40.22 tonnes of CO<sub>2</sub> equivalent emissions during FY 2025-26. This achievement reflects the Company's commitment towards sustainable logistics, reduction of transportation-related Greenhouse Gas (GHG) emissions and advancement of its decarbonization objectives.

3. **Solar Power Generation:** Solar photovoltaic (PV) panels have been installed at Canteen Building within the manufacturing premises to generate renewable electricity, thereby reducing dependence on fossil fuel-based grid power and contributing towards reduction in Scope 2 emissions.
4. **Procurement of Renewable Energy:** Mukand Ltd. has entered into an agreement with Tata Power for sourcing solar energy, increasing the share of renewable energy in its electricity consumption portfolio and supporting decarbonization of operations.
5. **Metal and Refractory Recovery Plant:** The Company has installed and commissioned a Metal and Refractory Recovery Plant for recovery and reuse of valuable metallic constituents and refractory materials from process waste streams. This initiative promotes circular economy practices, reduces landfill disposal and lowers emissions associated with virgin material extraction and processing.
6. **Sustainable Hazardous Waste Management:** The Company has developed and engaged authorized vendors for the pre-processing and reprocessing of oil-laden hazardous waste, thereby diverting such waste from incineration wherever technically feasible and environmentally acceptable. This approach facilitates resource recovery, reduces dependence on energy-intensive disposal methods and contributes to lowering lifecycle GHG emissions associated with hazardous waste management.

Mukand Ltd. has been recognized by M/s. Green Gene Enviro Protection & Infrastructure Ltd. (Luthra Group) through the award of a Certificate of Recognition for achieving a reduction of 4 metric tonnes (MT) of CO<sub>2</sub> equivalent emissions. This recognition reflects the Company's commitment to sustainable waste management practices, resource recovery initiatives and its continued efforts towards reducing Greenhouse Gas (GHG) emissions and enhancing environmental performance.

7. **Energy Efficiency and Resource Optimization:** Continuous initiatives are undertaken to improve process efficiency, optimize energy consumption, modernize equipment and implement energy conservation measures across manufacturing operations, resulting in reduced energy intensity and associated GHG emissions.
8. **Recognition for Green Steel Manufacturing:** Mukand became one of India's early steel manufacturers to undergo Green Steel Certification under the Ministry of Steel's Green Steel Taxonomy. Mukand Ltd. has been awarded the Green Steel Certificate (5 Star Rating for Black Bars and 4 Star Rating for Wire Rods & Bright Bars) by the National Institute of Secondary Steel Technology (NISST) under the aegis of the Ministry of Steel. The certification recognizes the Company's efforts towards sustainable steel production, energy efficiency, resource conservation and reduction of carbon emissions through adoption of cleaner technologies and environmentally responsible manufacturing practices.

Through these initiatives, Mukand Ltd. remains committed to climate change mitigation, sustainable resource management and continual improvement in environmental performance by reducing its direct and indirect Greenhouse Gas (GHG) emissions.

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

| Parameter                                                                                                                                                     | FY 2025-26         | FY 2024-25         |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|--------------------|
| <b>Total Waste generated (in metric tonnes)</b>                                                                                                               |                    |                    |
| Plastic waste (A)                                                                                                                                             | 354.34             | 148                |
| E-waste (B)                                                                                                                                                   | 20.27              | 7.88               |
| Bio-medical waste (C)                                                                                                                                         | 0.016              | 0.02               |
| Construction and demolition waste (D)                                                                                                                         | 0                  | 0                  |
| Battery waste (E)                                                                                                                                             | 5.53               | 5.22               |
| Radioactive waste (F)                                                                                                                                         | 0                  | 0                  |
| Other Hazardous waste. Please specify, if any. (G)                                                                                                            | 17.12              | 6.59               |
| Used oil                                                                                                                                                      | 34.46              | 47.79              |
| Waste containing oil                                                                                                                                          | 1.16               | 15.4               |
| Acidic residue                                                                                                                                                | 2,671.5            | 3,365.68           |
| Flue cleaning residue                                                                                                                                         | 2,328              | 2,575              |
| Chemical sludge from wastewater treatment                                                                                                                     | 901.73             | 1,150.87           |
| Empty paint drum                                                                                                                                              | 0.44               | 12.52              |
| Tank bottom sludge                                                                                                                                            | 13.57              | 0                  |
| Other non-hazardous waste generated (H). Please specify, if any.                                                                                              |                    |                    |
| Furnace slag                                                                                                                                                  | 46,837.36          | 35,611.47          |
| Refractories                                                                                                                                                  | 740.51             | 593.25             |
| Mill scale                                                                                                                                                    | 1,639.57           | 2,370.01           |
| EOF slag                                                                                                                                                      | 1,38,937           | 1,43,225           |
| LRF slag                                                                                                                                                      | 12,412             | 12,780             |
| Thickener sludge                                                                                                                                              | 9,820              | 10,010             |
| Scrap from auto grinding                                                                                                                                      | 2,101              | 1,961              |
| Scales and cut ends                                                                                                                                           | 25,168             | 26,136             |
| FES dust                                                                                                                                                      | 1,448              | 1,480              |
| <b>Total (A+B + C + D + E + F + G + H)</b>                                                                                                                    | <b>2,45,468.33</b> | <b>2,41,522.03</b> |
| <b>Waste intensity per rupee of turnover</b><br>(Total wastegenerated / Revenue from operations)                                                              | 0.00,00,053        | 0.00,00,053        |
| <b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b><br>(Total waste generated / Revenue from operations adjusted for PPP) | 0.00,011           | 0.00,011           |
| <b>Waste intensity in terms of physical output</b>                                                                                                            | 0.479              | 0.492              |
| <b>Waste intensity (optional)</b> – the relevant metric may be selected by the entity - MT/employee                                                           | 358.35             | 367.61             |
| <b>For each category of waste generated, total waste recovered through recycling, re-through or other recovery operations (in metric tonnes)</b>              |                    |                    |
| <b>Category of waste</b>                                                                                                                                      |                    |                    |
| (i) Recycled                                                                                                                                                  | 2,432.89           | 3,059.29           |
| (ii) Re-used                                                                                                                                                  | 38,537             | -                  |
| (iii) Other recovery operations                                                                                                                               | -                  | -                  |
| <b>Total</b>                                                                                                                                                  | <b>40,969.9</b>    | <b>3,059.29</b>    |

| Parameter                                                                                                         | FY 2025-26         | FY 2024-25       |
|-------------------------------------------------------------------------------------------------------------------|--------------------|------------------|
| <b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b> |                    |                  |
| <b>Category of waste</b>                                                                                          |                    |                  |
| (i) Incineration                                                                                                  | 0.0,032            | 15.42            |
| (ii) Landfilling                                                                                                  | 50,067.09          | 39,337.34        |
| (iii) Other disposal operations                                                                                   | 2,30,467.96        | 6,409.57         |
| <b>Total</b>                                                                                                      | <b>2,80,535.06</b> | <b>45,762.33</b> |

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

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

As stipulated under the Consent to Operate (CTO) granted by the Maharashtra Pollution Control Board (MPCB), Mukand Ltd. has established a systematic framework for the segregation, collection, storage, transportation, treatment, recycling, recovery, and disposal of hazardous and non-hazardous wastes in compliance with applicable environmental regulations. The Company is committed to the principles of Circular Economy and Resource Efficiency through the adoption of the 3R approach (Reduce, Reuse and Recycle), with a focus on waste minimization, resource recovery and sustainable materials management. Key initiatives undertaken during the reporting period include:

- Fuel Transition and Emission Reduction:** Successfully phased out the use of conventional fossil fuels such as Furnace Oil (FO), Light Diesel Oil (LDO) and Liquefied Petroleum Gas (LPG) by transitioning to Piped Natural Gas (PNG), a cleaner and lower-carbon fuel. This initiative has contributed towards reduction in air pollutant emissions, improvement in combustion efficiency and lowering of the Company's carbon footprint.
- Resource Recovery and Circular Utilisation:** Installed and commissioned a dedicated Metal and Refractory Recovery Plant for the recovery of metallic values and reusable refractory materials from process waste streams. The initiative promotes internal recycling, reduces landfill disposal and enhances resource conservation through value recovery from industrial residues.
- E-Waste Management:** Implemented a structured E-Waste Management system in accordance with the provisions of the E-Waste (Management) Rules, 2024. End-of-life electrical and electronic equipment are centrally collected, inventoried and channelized exclusively through CPCB-authorized recyclers/ Producer Responsibility Organisations (PROs) for environmentally sound recycling, recovery and disposal.
- Hazardous Waste Management:** Ensuring safe handling, storage, transportation and disposal of hazardous wastes in compliance with the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016 (as amended from time to time). Hazardous wastes are disposed of only through MPCB/ CPCB-authorized Treatment, Storage and Disposal Facilities (TSDFs), recyclers and co-processing agencies, ensuring full regulatory compliance and traceability throughout the waste management lifecycle.

Through these initiatives, Mukand Ltd. continues to strengthen its commitment towards sustainable waste management, pollution prevention, resource conservation and responsible environmental stewardship.

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

| S. No.                                                                                         | Location of operations/offices | Type of operations | Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any. |
|------------------------------------------------------------------------------------------------|--------------------------------|--------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------|
| The Company undertakes not operate in environmentally fragile or ecologically sensitive areas. |                                |                    |                                                                                                                                                             |

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

| Name and brief details of project                                                                                             | EIA Notification No. | Date | Whether conducted by independent external agency (Yes / No) | Results communicated in public domain (Yes / No) | Relevant Web link |
|-------------------------------------------------------------------------------------------------------------------------------|----------------------|------|-------------------------------------------------------------|--------------------------------------------------|-------------------|
| Not Applicable, as no Environmental Impact Assessment (EIA) was conducted for any projects during the current Financial Year. |                      |      |                                                             |                                                  |                   |

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

| S. No.         | Specify the law / regulation / guidelines which was not complied with | Provide details of the non-compliance | Any fines / penalties / action taken by regulatory agencies such as pollution control Boards or by courts | Corrective action taken, if any |
|----------------|-----------------------------------------------------------------------|---------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------------------|
| Not Applicable |                                                                       |                                       |                                                                                                           |                                 |

### Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): Not Applicable

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

- (i) Name of the area
- (ii) Nature of operations
- (iii) Water withdrawal, consumption and discharge in the following format:

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

| Parameter                                                                                                                                                             | Unit                                                   | FY 2025-26 | FY 2024-25 |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------|------------|------------|
| Total Scope 3 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available) | Metric tonnes of CO <sub>2</sub> equivalent            | 146828     | 134395     |
| Total Scope 3 emissions per rupee of turnover                                                                                                                         | Metric tonnes of CO <sub>2</sub> Equivalent/ INR       | 0.00000739 | 0.00000677 |
| Total Scope 3 emission intensity in terms of physical output                                                                                                          | Metric tonnes of CO <sub>2</sub> Equivalent/MT         | 0.4157     | 0.3838     |
| Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity - MT/ employee                                                        | Metric tonnes of CO <sub>2</sub> equivalent/ employees | 214.35     | 204.56     |

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

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

The Company recognizes biodiversity conservation as an important component of sustainable industrial development and continues to undertake plantation and green belt development initiatives around its manufacturing facilities.

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

| Sr. No | Initiative undertaken                                                                                                                                                        | Details of the initiative (Web-link, if any, may be provided along-with summary)                                                                          | Outcome of the initiative                                                                                                                                                                                                                               |
|--------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1.     | Installed and commissioned a dedicated Metal and Refractory Recovery Plant for the recovery of metallic values and reusable refractory materials from process waste streams. | The initiative promotes internal recycling, reduces landfill disposal and enhances resource conservation through value recovery from industrial residues. | <ol style="list-style-type: none"> <li>1. Waste High Chrome carbon Bricks: 477.38 MT</li> <li>2. Shrouds - 95.25 MT</li> <li>3. Nozzles - 20.33 MT</li> <li>4. Waste Scrap of Gega Dust - 34.3 MT</li> <li>5. Waste Alumina Bricks - 63.81MT</li> </ol> |

5. Undertakes the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

Mukand Ltd. has developed and implemented a comprehensive On-Site Emergency Management Plan (EMP) to ensure effective preparedness, response and recovery from potential emergencies arising out of its manufacturing and utility operations. The plan is designed to protect employees, contract workmen, visitors, assets, business continuity and the environment while ensuring compliance with applicable statutory and regulatory requirements.

The Emergency Management Plan covers a range of foreseeable emergency scenarios, including fire and explosion, molten metal incidents, gas leaks, electrical accidents, hazardous material spills, machinery failures, structural collapse and natural disasters. Potential risks are identified through systematic hazard identification and risk assessment studies, and corresponding emergency response procedures are established for each identified scenario. A dedicated Emergency Response Team (ERT) is constituted with clearly defined roles and responsibilities for the Site Main Controller, Incident Controllers, Fire & Rescue Team, First Aid Team, Communication Team, Security Team and Utility Support Team. The emergency response framework is supported by an Emergency Control Centre equipped with communication facilities and essential emergency information.

Mukand Ltd. maintains robust emergency response infrastructure, including Fire Tender, fire detection and alarm systems, hydrant and sprinkler networks, firefighting equipment, emergency exits, assembly points, first-aid facilities, ambulances and trained emergency response personnel. Regular emergency mock drills, evacuation exercises, safety training programmes and awareness sessions are conducted to evaluate preparedness and strengthen response capabilities. The Plan also establishes protocols for emergency communication, evacuation, rescue operations, medical treatment, coordination with external emergency services, regulatory notifications and post-emergency recovery activities. Continuous review and updating of the Plan are undertaken based on risk assessments, operational changes, mock drill observations and incident learnings. Through its On-Site Emergency Management Plan, Mukand Ltd. aims to minimise the consequences of emergencies, ensure the safety and well-being of all stakeholders and maintain operational resilience through a proactive and systematic emergency preparedness framework.

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

Mukand Ltd. has not identified any significant adverse environmental impacts arising directly from its value-chain that are material to the Company's operations during the reporting period. However, recognizing the potential environmental risks associated with upstream and downstream activities, the Company actively engages with its suppliers, contractors, transporters and waste management agencies to promote responsible environmental practices. The Company has implemented the following measures to mitigate environmental risks across its value-chain:

- Preference is given to suppliers and service providers who comply with applicable environmental laws, regulations and statutory requirements.

- Hazardous wastes, e-wastes and other regulated waste streams are channelized only through authorised recyclers, Treatment, Storage and Disposal Facilities (TSDFs) and other agencies approved by the concerned regulatory authorities.
- Contractors operating within the Company's premises are required to adhere to Mukand Ltd.'s Environment, Health and Safety (EHS) standards, procedures and statutory compliance requirements.
- The Company promotes resource efficiency, waste minimisation, recycling and recovery practices through collaboration with value-chain partners.
- Cleaner fuel usage, resource recovery initiatives and responsible waste management practices are encouraged across relevant value-chain activities to reduce environmental footprint.

Mukand Ltd. remains committed to strengthening environmental stewardship throughout its value-chain and continues to assess opportunities for enhancing sustainability performance through stakeholder engagement, compliance monitoring and adoption of best environmental practices.

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

During FY 2025-26, Mukand Ltd. did not undertake a formal assessment of value-chain partners specifically for environmental impacts based on the value of business transacted. Accordingly, the percentage of value-chain partners assessed for environmental impacts is Nil.

#### **PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent**

Mukand Limited believes constructive engagement with Government authorities, industry associations and policy-making institutions contributes to the development of a responsible, competitive and sustainable steel sector.

#### **Essential Indicators**

- Number of affiliations with trade and industry chambers/ associations. 7
  - List the top 10 trade and industry chambers/ associations (Demonstrated based on the total members of such body) the entity is a member of/ affiliated to.

| S. No | Name of the trade and industry chambers/ associations | Reach of trade and industry chambers/ associations (State/ National) |
|-------|-------------------------------------------------------|----------------------------------------------------------------------|
| 1     | Confederation of Indian Industry                      | National                                                             |
| 2     | The Alloy Steel Producers Association of India        | National                                                             |
| 3     | Indian Stainless Steel Development Association        | National                                                             |
| 4     | Steel Furnace Association of India                    | National                                                             |
| 5     | Engineering Export Promotion Council                  | National                                                             |
| 6     | Federation of Indian Export Association               | National                                                             |
| 7     | Thane-Belapur Industrial Association                  | State                                                                |

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

| Name of authority | Brief of the case | Corrective action taken |
|-------------------|-------------------|-------------------------|
| Not Applicable    |                   |                         |

### Leadership Indicators

- Details of public policy positions advocated by the entity:

| Sl.                                                                                                                                                                                                                                                                                                                                                                    | Public policy advocated | Method resorted for such advocacy | Whether information is available in public domain? (Yes/No) | Frequency of Review by Board (Annually/ Half yearly/Quarterly/ others – please specify) | Web link, if available |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|-----------------------------------|-------------------------------------------------------------|-----------------------------------------------------------------------------------------|------------------------|
| The Company engages in promoting industry-related issues that support both sectoral growth and the broader public interest through its involvement in various industry associations. While participating in these trade and industry bodies, the Company strictly adheres to its Code of Conduct Policy to uphold the highest standards of ethical business practices. |                         |                                   |                                                             |                                                                                         |                        |

### PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

The Company seeks to create long-term shared value by contributing to the socio-economic development of the communities surrounding its operations through focused community investment and stakeholder engagement.

### Essential Indicators

- Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current Financial Year.

| Name and brief details of project                                                                                 | SIA Notification No. | Date of notification | Whether conducted by independent external agency (Yes / No) | Results communicated in public domain (Yes / No) | Relevant Web link |
|-------------------------------------------------------------------------------------------------------------------|----------------------|----------------------|-------------------------------------------------------------|--------------------------------------------------|-------------------|
| As there are no projects subject to Social Impact Assessments, this requirement is not applicable to the Company. |                      |                      |                                                             |                                                  |                   |

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

| S. No.                                               | Name of Project for which R&R is ongoing | State | District | No. of Project Affected Families (PAFs) | % of PAFs covered by R&R | Amounts paid to PAFs in the FY (In INR) |
|------------------------------------------------------|------------------------------------------|-------|----------|-----------------------------------------|--------------------------|-----------------------------------------|
| Not Applicable, since there are no ongoing projects. |                                          |       |          |                                         |                          |                                         |

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

Acknowledging the local community as a vital stakeholder – especially in matters related to their welfare and safety, the Company has appointed the Plant Head and Plant HR as designated points of contact for residents to raise grievances or concerns. Community members can reach out to them directly through in-person meetings or via an email mentioned on the website, ensuring a clear and accessible channel for raising grievances or concerns.

- Percentage of input material (inputs to total inputs by value) sourced from suppliers:

|                                              | FY 2025-26 | FY 2024-25 |
|----------------------------------------------|------------|------------|
| Directly sourced from MSMEs/ small producers | 14.76      | 4.54       |
| Directly from within India                   | 67.463     | 87.03      |

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

| Location     | FY 2025-26 | FY 2024-25 |
|--------------|------------|------------|
| Rural        | 0          | 0          |
| Semi-urban   | 0          | 0          |
| Urban        | 0          | 0          |
| Metropolitan | 100        | 100        |

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

### Leadership Indicators

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

| Details of negative social impact identified | Corrective action taken |
|----------------------------------------------|-------------------------|
| Not Applicable                               |                         |

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

| Sl.            | State | CSR Particulars | Aspirational District | Amount Spent (in INR) |
|----------------|-------|-----------------|-----------------------|-----------------------|
| Not Applicable |       |                 |                       |                       |

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups?

Yes, the Company is committed to adopting a Preferential Procurement Policy that will prioritize sourcing from suppliers belonging to marginalized or vulnerable groups in the future. Although current operations require the procurement of scrap steel from established domestic sources or through imports to meet industry standards, the Company acknowledges the value of supporting local communities. Accordingly, efforts are underway to develop and implement a policy that encourages inclusive procurement practices, reinforcing our dedication to broader Corporate Social Responsibility strategy and equitable economic development.

- (b) From which marginalized /vulnerable groups do you procure? Not Applicable

- (c) What percentage of total procurement (by value) undertakes it constitute? Not Applicable

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

| S. No                                                                                                                        | Intellectual Property based on traditional knowledge | Owned/ Acquired | Benefit shared | Basis of calculating benefit share |
|------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------|-----------------|----------------|------------------------------------|
| There were no benefits derived and shared from the intellectual properties owned or acquired based on traditional knowledge. |                                                      |                 |                |                                    |

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

| Name of authority | Brief of the case | Corrective action taken |
|-------------------|-------------------|-------------------------|
| Not Applicable    |                   |                         |

## 6. Details of beneficiaries of CSR Projects:

| CSR Project           | No. of persons benefitted from CSR Projects                                                                                                                            | % of beneficiaries from vulnerable and marginalised groups |
|-----------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------|
| Education enhancement | Distribution of nutritious food, notebooks, stationery, school uniforms, and provision of mid-day meals to approximately 9,000 students across 44 schools in Shahapur. | Not ascertainable                                          |
| Promoting sports      | A road race event was organized in Shahapur, with participation from over 900 students and their teachers, representing 44 schools in the region.                      | Not ascertainable                                          |

**PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner**

**Mukand Limited strives to create sustainable value for its customers through high-quality products, technical excellence, responsible manufacturing practices and long-term business partnerships.**

**Essential Indicators**

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

The Company places a strong emphasis on transparency and accessibility for its consumers. To facilitate open communication, consumers can visit the corporate website i.e. [www.mukand.com](http://www.mukand.com) and reach out with any concerns or queries. Relevant contact email addresses are published on the site, ensuring that consumer needs and concerns are promptly addressed. The Company conducts Customer Satisfaction Surveys on a half-yearly basis to gather feedback and implement improvements accordingly.

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

|                                                              | As a percentage of total turnover |
|--------------------------------------------------------------|-----------------------------------|
| Environmental and social parameters, relevant to the product | NA                                |
| Safe and responsible usage                                   | NA                                |
| Recycling and/or safe disposal                               | NA                                |

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

|                                | FY 2025-26                                                |                                           |         | FY 2024-25               |                                           |         |
|--------------------------------|-----------------------------------------------------------|-------------------------------------------|---------|--------------------------|-------------------------------------------|---------|
|                                | Received during the year                                  | Pending resolution at the end of the year | Remarks | Received during the year | Pending resolution at the end of the year | Remarks |
| Data privacy                   | No such complaints received for both the reporting years. |                                           |         |                          |                                           |         |
| Advertising                    |                                                           |                                           |         |                          |                                           |         |
| Cyber-security                 |                                                           |                                           |         |                          |                                           |         |
| Delivery of essential services |                                                           |                                           |         |                          |                                           |         |
| Restrictive trade practices    |                                                           |                                           |         |                          |                                           |         |
| Unfair trade practices         |                                                           |                                           |         |                          |                                           |         |
| Others                         |                                                           |                                           |         |                          |                                           |         |

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

|                   | Number | Reasons for recall |
|-------------------|--------|--------------------|
| Voluntary recalls | 0      | -                  |
| Forced recalls    | 0      | -                  |

## 5. Undertakes the entity have a framework/policy on cyber security and risks related to data privacy? If available, provide a web-link of the policy.

The Company recognizes the vital importance of Cybersecurity and Data Privacy in today's digital environment and has implemented a comprehensive Cybersecurity and Privacy Policy. This Policy serves as a framework for managing cyber risks and protecting the confidentiality, integrity, and availability of sensitive information. Accessible via the Internal Employee Service Portal, it outlines protocols and best practices designed to safeguard the Company's systems, networks, and data assets against potential cyber threats or breaches.

## 6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services. Not Applicable

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

- Number of instances of data breaches.0
- Percentage of data breaches involving personally identifiable information of customers.0
- Impact, if any, of the data breaches.NA

### Leadership Indicators

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

Information about the Company's products is readily accessible across various platforms to ensure customer convenience. These include the official website, [www.mukand.com](http://www.mukand.com), and trade portals such as IndiaMART. In addition, comprehensive product details are made available through the Company's sales brochures to facilitate easy access for all stakeholders. The Company also publishes the latest information on social media platforms like LinkedIn and Instagram.

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

The Company's product packaging provides clear instructions for safe usage to ensure consumer convenience and safety.

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

The Company currently undertakes not have formal mechanisms to notify consumers about potential disruptions or discontinuation of services, as it undertakes not operate within the essential products or services category.

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