

“Annexure - C” to the Board’s Report

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity:

1. Corporate Identity Number (CIN) of the Listed Entity	L22219MH1991PLC059800							
2. Name of the Listed Entity	Control Print Limited							
3. Year of incorporation	14-01-1991							
4. Registered office address	C-106, Hind Saurashtra Industrial Estate, Andheri-Kurla Road, Marol Naka, Andheri (East), Mumbai 400059							
5. Corporate address	C-106, Hind Saurashtra Industrial Estate, Andheri-Kurla Road, Marol Naka, Andheri (East), Mumbai 400059							
6. E-mail	Companysecretary@controlprint.com							
7. Telephone	+91 22 28599065/66938900							
8. Website	www.controlprint.com							
9. Financial year for which reporting is being done	1 st April, 2025 – 31 st March, 2026							
10. Name of Stock Exchange (s) where shares are listed	<table border="1"> <thead> <tr> <th>Name of the Exchange</th> <th>Stock Code</th> </tr> </thead> <tbody> <tr> <td>BSE Ltd.</td> <td>522295</td> </tr> <tr> <td>National Stock Exchange of India Ltd.</td> <td>CONTROLPR</td> </tr> </tbody> </table>	Name of the Exchange	Stock Code	BSE Ltd.	522295	National Stock Exchange of India Ltd.	CONTROLPR	
Name of the Exchange	Stock Code							
BSE Ltd.	522295							
National Stock Exchange of India Ltd.	CONTROLPR							
11. Paid-up Capital	₹ 1599.42 Lakhs							
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Murli Manohar Thanvi Company Secretary & Compliance Officer 022 2859 9065 Companysecretary@controlprint.com							
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosures in this report are provided on a standalone basis for Control Print Limited.							
14. Name of assurance or assessment provider	Not Applicable for the reporting period as per SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dt. 28 th March 2025.							
15. Type of assurance or assessment obtained	Not Applicable for the reporting period as per SEBI Circular No. circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dt. 28 th March, 2025.							

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	Printing, reproduction of recorded media	84.51
2.	Support service to Organizations	Rental and leasing of motor vehicles, machinery, equipment, capital goods, etc. activities	15.49

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

S. No.	Product/Service	NIC Code	% of Turnover contributed
1.	Manufacture of printing ink	20223	61.00
2.	Manufacture of printers etc.	26204	14.51
3.	Manufacture of other general-purpose machinery	2819	09.00
4.	Other manufacturing not elsewhere classified	82990	15.49

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	10	12
International	-	1	1*

*Note: The Company has a branch office located in Sri Lanka.

19. Markets served by the entity:
a. Number of locations

Locations	Number
National (No. of States & UTs)	28 states & 8 Union Territories
International (No. of Countries)	19*

*Note: The Company has a broad international presence, serving markets across Asia, Africa, Europe, and the Middle -East, including countries like Germany, the UK, Saudi Arabia, Bangladesh, Kenya, and Indonesia, among others.

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

Exports contribute 2.46% of the Company’s total turnover. To strengthen its international presence, the Company intends to expand its export operations through its wholly owned subsidiary, Control Print MEA FZE, thereby reinforcing its strategic focus on global market growth.

c. A brief on types of customers:

The Company operates within the Business-to-Consumer (B2C) segment, with its clientele comprising exclusively of corporate entities. It delivers services to businesses across a diverse range of industries, including agrochemicals and seeds, automotive, beverages, cables and wires, cement, chemicals and lubricants, electronics, FMCG, food, healthcare, packaging and packaging materials, plywood, tubes and extruded plastics, rubber and tyres, steel and metals, and textiles.

IV. Employees
20. Details as at the end of Financial Year:
a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	632	583	92.25	49	7.75
2.	Other than Permanent (E)	67	67	100.00	0	0.00
3.	Total employees (D + E)	699	650	92.99	49	7.01

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S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
WORKERS						
4.	Permanent (F)	190	170	89.47	20	10.53
5.	Other than Permanent (G)	0	0	0.00	0	0.00
6.	Total workers (F + G)	190	170	89.47	20	10.53

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	2	2	100.00	0	0.00
2.	Other than Permanent (E)	0	0	0.00	0	0.00
3.	Total employees (D + E)*	2	2	100.00	0	0.00
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	0.00	0	0.00
5.	Other than Permanent (G)	0	0	0.00	0	0.00
6.	Total workers (F + G)	0	0	0.00	0	0.00

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	7	2	28.57
Key Management Personnel	2	0	0.00

Note:

- i. Board of Directors includes: Managing Director, Joint Managing Director, Non-executive Non independent director and 4 Independent Directors.
- ii. Key Management Personnel includes: Company Secretary and Chief Financial Officer.

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

	2025-26			2024-25			2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	28.45	55.67	42.06	20.86	31.91	21.76	21.26	21.98	21.32
Permanent Workers	7.43	5.13	6.28	4.02	10.53	4.66	9.91	21.05	15.48

Note: The Company experienced an increase in turnover during the year and is focused on strengthening retention measures while continuing to attract new talent to meet business needs.

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

S. No.	Name of the holding/subsidiary/ associate companies/joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Liberty Chemicals Private Limited	Wholly Owned Subsidiary	100.00	No
2.	Innovative Codes (I) Private Limited	Subsidiary	80.00	No
3.	Control Print B.V.	Wholly Owned Subsidiary	100.00	No
4.	Mark Print B.V.	Subsidiary	90.00	No
5.	Control Print Packaging Private Limited	Wholly Owned Subsidiary	100.00	No
6.	Codeology Group Limited	Subsidiary	50.49	No
7.	CP Italy S.r.l.	Wholly Owned Subsidiary	100.00	No
8.	Control Print MEA FZE	Wholly Owned Subsidiary	100.00	No

VI. CSR Details

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

(ii) Turnover (in ₹) - 44,594.94 Lakhs

(iii) Net worth (in ₹) - 46,478.17 Lakhs

VII. Transparency and Disclosures Compliances
25. Complaints/Grievance 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)	2025-26			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	Yes. The Company maintains regular communication with local communities and addresses their concerns through its official website.	0	0	NA	0	0	NA
Investors (other than shareholders)	Yes, the Company has established dedicated channels for grievance redressal, the details of which are provided at the following link: https://controlprint.com/investors/investors-contact/	0	0	NA	0	0	Nil

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Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	2025-26			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
Shareholders	Yes, the Company has implemented the grievance redressal mechanisms prescribed by Securities and Exchange Board of India (SEBI), including the SEBI Complaints Redress System (SCORES) and Online Dispute Resolution (Smart ODR) Platform. Shareholders may register their grievances through these platforms at the following link: https://scores.gov.in . Complaints are addressed and resolved by the Registrar and Transfer Agent (RTA) in coordination with the Company, in accordance with the procedures prescribed by the Securities and Exchange Board of India (SEBI).	13	0	NA	4	2	Out of 4 complaints received from shareholders, 2 were resolved during the reporting year, while the remaining 2 were resolved on 9 April 2025.
Employees and workers	Yes, the Company has implemented an Employee Grievance Policy to effectively address the concerns and grievances of its employees and workers. https://controlprint.com/disclosures-under-regulation-46-of-sebi-lodr-regulations-2015/	0	0	NA	0	0	NA
Customers	Yes, the Company has established dedicated channels for grievance redressal, the details of which are provided at the link below. https://controlprint.com/service/support .	7	2	The Company has resolved these post closure of financial year	4	1	The Company has resolved these post closure of financial year
Value Chain Partners	Yes, the relevant details are provided at the following link: https://controlprint.com/investors/corporate-governance-new/ https://controlprint.com/investors/corporate-governance-new/	0	0	NA	0	0	NA
Other (please specify)	Not applicable	0	0	NA	0	0	NA

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26. Overview of the entity’s material responsible business conduct issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications¹

S. No.	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 positive or negative implications)
1	Energy Management	Risk	Transitioning to alternative or renewable energy sources may result in increased operational costs and could pose challenges in keeping pace with evolving energy regulations, thereby potentially affecting both profitability and regulatory compliance.	To mitigate this risk, the Company is adopting a phased and strategically aligned transition towards alternative and renewable energy sources, ensuring a balance between sustainability objectives and cost efficiency. It is undertaking detailed cost-benefit assessments prior to implementation and actively leveraging available government incentives and long-term power procurement arrangements to manage cost implications. The Company is also strengthening its regulatory monitoring and compliance mechanisms to remain aligned with evolving energy requirements. In parallel, it is investing in energy efficiency initiatives and deploying advanced energy management systems to optimize consumption and offset potential increases in operational costs.	Negative. *There has been no negative impact in the reporting period of 2025-26.

¹ Material issues identified are referred from the Sustainability Accounting Standards Board (SASB) 2023-24 version. SASB Standards are maintained and enhanced by the International Sustainability Standards Board (ISSB). This follows the SASB’s merger with the International Integrated Reporting Council (IIRC) into the Value Reporting Foundation (VRF) and subsequent consolidation into the IFRS® Foundation in 2022. The latest standards have been accessed at <https://sasb.ifrs.org/> on 11th June, 2026 at 11:00 IST

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S. No.	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 positive or negative implications)
2	Workforce Health & Safety	Risk	The use of heavy machinery and exposure to electrical hazards place employees at considerable risk of injury. Insufficient safety measures may result in workplace accidents, leading to potential litigation, operational disruptions, and elevated healthcare and insurance costs, thereby impacting the organization’s financial performance and reputational standing.	In response to this risk, the Company is strengthening its occupational health and safety framework by implementing comprehensive safety protocols and regular risk assessments across operations. It is investing in advanced safety equipment, machine guarding systems, and preventive maintenance to minimize exposure to hazards. The Company is also conducting periodic employee training and awareness programs to reinforce safe work practices. Additionally, it is enhancing incident monitoring and reporting mechanisms, along with ensuring compliance with applicable safety regulations, to reduce the likelihood of accidents and associated financial and reputational impacts.	Negative. *There has been no negative impact in the reporting period of 2025-26.
3	Fuel Economy & Emissions in Use-phase	Opportunity	Heightened regulatory expectations and growing customer preference for energy-efficient, low-emission products present a strategic opportunity for companies that innovate in this space. By developing printers with reduced power consumption and lower emissions, Control Print can strengthen its brand equity, expand market share, and mitigate exposure to future compliance-related costs.	N/A	Positive

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S. No.	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 positive or negative implications)
4	Materials Sourcing	Risk	Reliance on critical raw materials with limited substitutes and geographically concentrated sourcing exposes Control Print to potential supply chain disruptions, input cost volatility, and geopolitical risks. Such factors may adversely affect production schedules, cost efficiency, and overall business continuity.	To mitigate this risk, the Company is strengthening its supply chain resilience by diversifying sourcing strategies and identifying alternative suppliers where feasible. It is actively monitoring geopolitical developments and market conditions to anticipate potential disruptions and manage input cost volatility. The Company is also optimizing inventory management practices and establishing strategic supplier partnerships to ensure continuity of supply. Additionally, ongoing efforts to explore material substitution and improve procurement efficiency support greater operational stability and cost control.	Negative. *There has been no negative impact in the reporting period of 2025-26.
5	Remanufacturing and Materials Efficiency	Opportunity	Adopting remanufacturing strategies enables Control Print to optimize raw material consumption, reduce production costs, and unlock additional revenue streams through the resale of refurbished printers. This approach aligns with sustainability objectives, minimizes waste generation, and strengthens customer loyalty while enhancing brand differentiation.	N/A	Positive

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SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1.	a. Whether your entity’s policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web Link of the Policies, if available	https://controlprint.com/investors/corporate-governance-new/								
Sr. No.	Name of policy	Link to Policy							Which Principles each policies goes into	
1.	Dividend Distribution Policy	https://controlprint.com/wp-content/uploads/Dividned-Distribution-Policy.pdf							P1	
2.	Related Party Transactions	https://controlprint.com/wp-content/uploads/Related-Party-Transactions-Policy-Final-Clean.pdf							P1	
3.	Health, Safety and Environment Policy	https://controlprint.com/wp-content/uploads/Health-Safety-and-Environment-Policy.pdf							P2, P6	
4.	Code of Conduct for Board Members and Senior Management	https://controlprint.com/wp-content/uploads/Code-of-Conduct-24.pdf							P1, P7	
5.	Code of Practices and Procedures for Fair-Disclosure	https://controlprint.com/wp-content/uploads/Code-of-Practices-and-Procedures-for-Fair-Disclosure.pdf							P1	
6.	Vigil-Mechanism or Whistle-Blower Policy	https://controlprint.com/wp-content/uploads/Vigil-Mechanism-or-Whistle-Blower-Policy.pdf							P1, P3	
7.	Nomination and Remuneration Policy	https://controlprint.com/wp-content/uploads/Nomination_and_Remuneration-Policy.pdf							P5	
8.	Policy for determining material subsidiaries	https://controlprint.com/wp-content/uploads/Policy-for-Determining-Material-Subsidiary.pdf							P1	
9.	Familiarisation programme	https://controlprint.com/wp-content/uploads/Familiarisation-Programme-for-Independent-Directors.pdf							P1	
10.	Policy on Determination of Materiality of Events and Information	https://controlprint.com/wp-content/uploads/Policy-on-Determination-of-Materiality-of-Events-and-Information.pdf							P1	
11.	Policy on Preservation of Documents	https://controlprint.com/wp-content/uploads/Policy-on-Preservation-of-Documents.pdf							P1	
12.	Corporate Social Responsibility Policy	https://controlprint.com/wp-content/uploads/Corporate-Social-Responsibility-Policy.pdf							P4, P8	
13.	Risk Management Policy	https://controlprint.com/wp-content/uploads/Risk-Management-Policy.pdf							P2	
14.	POSH Policy	Intranet							P5	
15.	Leave Policy	Intranet							P3	
16.	Privacy Policy	Intranet							P9	
17.	BRSR Policy	Intranet							P1 – P9	
18.	Social Media Policy	Intranet							P9	
19.	Attendance Policy	Intranet							P3	
20.	Employee Handbook and/or HR Policy Document	Intranet							P1, P3	
21.	Leave Policy	Intranet							P3	
22.	Recruitment and Onboarding Policy	Intranet							P3	

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Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
2. Whether the entity has translated the policy into procedures. (Yes/No)					Yes				
3. Do the enlisted policies extend to your value chain partners? (Yes/No)					Yes				
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trusted) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Certifications Applicable to Plant Locations (Nalagarh & Guwahati): <ul style="list-style-type: none"> i. ISO 9001:2015 – Quality Management System (Principle 1 and 2) ii. ISO 14001:2015 – Environmental Management System (Principle 6) iii. ISO 45001:2018 – Occupational Health and Safety Management System (Principle 3) iv. 5S Workplace Organization System Certification (Principle 2 and 3) v. Bureau of Indian Standards Certification – IS 13252:2010 and IS 9473:2002 (Principle 1 and 2) Certifications Applicable to Office Location (Andheri, Mumbai) and Other Locations: <ul style="list-style-type: none"> i. Bureau of Indian Standards (BIS) – As applicable 								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company has comprehensive ESG (Environmental, Social, and Governance) objectives encompassing key focus areas, including responsible product management, water neutrality, energy efficiency, biodiversity conservation, workplace safety, and the promotion of an inclusive, fair, and engaging work environment. These goals further extend to effective water management, robust governance practices, ethical conduct, transparency, quality assurance, accountability, and the development of a sustainable supply chain.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.									

Governance, leadership and oversight
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements.

Central to our Company's philosophy is an unwavering commitment to sustainability and responsible growth. We systematically integrate environmental and social responsibility across all facets of our operations, ensuring that our business not only generates meaningful value but also delivers enduring, positive impact for the communities and ecosystems we serve.

Among our strategic priorities is the comprehensive management of plastic waste. Through strategic alliances with specialized third-party agencies, we have established a robust and scalable framework for the recycling of all plastic waste streams – encompassing packaging materials and beyond. This initiative is a testament to our dedication to advancing a circular economy and our resolve to continuously reduce our environmental footprint.

We have also made notable progress in advancing employee health and safety through the adoption of ISO 45001:2018 – the international standard for occupational health and safety management. This milestone reflects our unwavering commitment to creating a safe, secure, and supportive workplace environment. While challenges persist in aligning rapid business growth with evolving ESG expectations, we remain resolute in our pursuit of ambitious targets such as achieving water neutrality, advancing energy efficiency, and promoting inclusive workplace practices. Our initiatives are guided by principles of transparency, ethical conduct, strong governance, and a dedication to continuous improvement.

Through these collective efforts, we aim not just to meet compliance standards but to become a force for sustainable transformation—leading by example and inspiring meaningful change beyond our own operations.

– Basant Kabra, Managing Director

– Shiva Kabra, Joint Managing Director

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

Basant Kabra, Managing Director

DIN: 00176807

Telephone number: +91 022-2859 9065

Email ID: Kabra_bs@controlprint.com

Shiva Kabra, Joint Managing Director

DIN: 00190173

Telephone number: +91 022-2859 9065

Email ID: shiva@controlprint.com

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

No, While there is no dedicated committee solely focused on sustainability-related decision-making, the Company addresses ESG matters through existing Board-level committees, including the Risk Management Committee, the Stakeholder Relationship Committee, and the Corporate Social Responsibility (CSR) Committee. These committees collectively oversee and guide key aspects of the Company’s sustainability agenda as part of their broader mandates.

10. **Details of Review of NGRBCs by the Company:**

Subject for Review	Indicate whether review was under taken by Director/Committee of the Board/Any other Committee									Frequency (Annually (A)/Half yearly (H)/Quarterly (Q)/Any other - please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

P1	P2	P3	P4	P5	P6	P7	P8	P9
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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.**

Yes. Dhir & Dhir Associates, a reputed law firm, evaluated the implementation and adequacy of our policies and confirmed their effectiveness.

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

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

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PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

Segment	Total Number of training and awareness 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	5	Matters covering the Company's and subsidiaries' business and operations, Industry, and regulatory updates.	100.00
Key Managerial Personnel	5	Matters covering the Company's and subsidiaries' business and operations, Industry, and regulatory updates.	100.00
Employees other than BoD and KMPs	22	Fire & Safety, Quality Circle Introduction, Chemical base fire training, Uses of DG for Fire Pump & Fire Hydrant, Uses of Foam Type Mobile Unit, and Segregation of Waste & Its importance.	100.00
Workers	12	Fire & Safety, Quality Circle Introduction, Chemical base fire training, Uses of DG for Fire Pump & Fire Hydrant, Uses of Foam Type Mobile Unit, and Segregation of Waste & Its importance.	100.00

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

Monetary					
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (in ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine Settlement Compounding Fee	The Company, it’s Directors, and/or Key Managerial Personnel (KMPs) have not been subject to any instances meeting the thresholds prescribed under the Materiality Policy requiring payment of fines, penalties, punishments, awards, compounding fees, or settlement amounts during the financial year.				
Non-Monetary					
Imprisonment Punishment	The Company, its Directors, and/or Key Managerial Personnel (KMPs) have not been subject to any instances meeting the thresholds prescribed under the Materiality Policy requiring payment of fines, penalties, punishments, awards, compounding fees, or settlement amounts during the financial year.				

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

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
Not Applicable	

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

The Company does not have a standalone Anti-Bribery and Anti-Corruption (ABAC) policy; however, it has implemented a comprehensive Code of Conduct applicable to the Board of Directors, Senior Management, and all employees. The Code addresses key ethical aspects, including avoidance of conflicts of interest, prohibition of bribery, kickbacks, and any other improper payments or practices.

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Further, the Company has established a Whistle-blower Policy and regularly promotes awareness of these policies through various training and sensitization programmes. These measures reflect the Company’s strong commitment to upholding high standards of corporate governance and fostering a culture of integrity and ethical business conduct. The relevant policies are available on the Company’s website.

The web link for the policies: <https://controlprint.com/investors/corporate-governance-new/>

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

	2025-26	2024-25
Directors	No actions were initiated against any of the Directors, Key Managerial Personnel (KMPs), employees, or workers during these reporting years.	
KMPs		
Employees		
Workers		

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

	2025-26		2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the Directors	No complaints of this nature were received during the reporting years.			
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.

No corrective actions or regulatory measures related to corruption or conflicts of interest were required or implemented.

8. Number of days of accounts payables ((Accounts payable *365)/Cost of goods/services procured) in the following format²:

	2025-26	2024-25
Number of days of accounts payables	60.06	53.08

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 format³:

Parameter	Metrics	2025-26	2024-25
Concentration of Purchases	a. Purchases from Trading houses as % of total purchases	NIL	NIL
	b. Number of trading houses where purchases and made from		
	c. Purchases from top 10 trading houses as % of total purchases from trading houses		

² The above calculations are in accordance with Part B, Attribute 9 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

³ The above calculations are in accordance with Part B, Attribute 9 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

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Parameter	Metrics	2025-26	2024-25
Concentration of Sales	a. Sales to dealers/distributors as % of total sales		
	b. Number of dealers/distributors to whom sales are made		
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors		
Share of RPTs in	a. Purchases (Purchases with related parties/ Total Purchases)	3.25%	2.45%
	b. Sales (Sales to related parties/Total Sales)	1.15%	0.90%
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	30.28%	37.69%
	d. Investments (Investments in related parties/ Total Investments made)	0.00%	100.00%

* The Company operates in B2C where all our customers are corporate entities with no dealers/distributors.

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

Total number of awareness programmes held	Topic/principles covered under the training	% age of value chain partners covered (by value of business done with such partners) that were assessed
12	The value chain partners are trained predominantly on five primary activities - inbound operations, outbound logistics, marketing, sales and service - and four secondary activities - procurement and purchasing, human resource management (HRM), technological development and Company infrastructure.	100.00

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

Yes, the Company has established a Code of Conduct for the Board of Directors and Senior Management personnel, which provides clear guidelines on identifying, avoiding, and disclosing actual or potential conflicts of interest involving the Company. Board members and Senior Management personnel are required to annually disclose their interests in entities, firms, or associations, and the Company ensures that all necessary approvals, in accordance with applicable laws and internal policies, are obtained prior to entering into transactions with such entities or individuals.

Additionally, the Company maintains strong governance practices through Board committees comprising adequately represented independent members and complying with all applicable regulatory requirements relating to composition and independence. Members serving on the Audit Committee and Nomination & Remuneration Committee are free from any conflict of interest. During the year, the Company did not undertake any material Related Party Transactions (RPTs) with entities associated with Directors or senior executives.

“Annexure - C” to the Board’s Report (Contd.)

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

Essential Indicators

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

	2025-26	2024-25	Details of Improvements in environmental and social impacts
R&D	0.99%	5.97%	The Company’s Research and Development (R&D) division remains focused on strengthening manufacturing capabilities through ongoing innovation and technological advancement. As part of its commitment to optimizing energy consumption, the Company continuously evaluates and refines its manufacturing processes to reduce, and where possible eliminate, effluent emissions. By leveraging advanced technologies, the Company is able to manufacture energy-efficient, cost-effective products with enhanced durability and longer operational lifespans. Furthermore, through collaborative efforts with technology partners, the Company’s R&D engineers have successfully developed high-quality and robust products that deliver strong performance while supporting sustainability objectives.
Capex	14.86%	1.80%	

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

Yes, the Company has established procedures to promote sustainable sourcing, ensuring that materials are procured from suppliers who demonstrate a commitment to environmental stewardship and responsible practices that benefit local communities. In addition, the Company promotes sustainability across its supply chain by requiring all suppliers and vendors to adhere to a comprehensive Code of Conduct. This Code outlines expectations regarding the maintenance of safe and fair working conditions and strictly prohibits practices such as child labour, forced labour, and any form of human rights violations. Through the enforcement of these standards, the Company seeks to ensure that its commitment to ethical sourcing and sustainability is consistently upheld across its supply chain.

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

Approximately 90% of the Company’s inputs were sourced through sustainable practices, reflecting its continued commitment to responsible procurement and environmental stewardship.

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.**

- i. Plastics (Including Packaging)**

The Company has implemented a structured mechanism for the collection and recycling of plastic waste, covering all packaging materials. In line with the Extended Producer Responsibility (EPR) framework, the Company partners with certified external agencies to facilitate the responsible collection, segregation, and recycling of plastic waste. This approach ensures that plastic materials are effectively diverted from landfills and reintegrated into the recycling stream, thereby reducing environmental impact and supporting sustainable waste management practices.

- ii. E-Waste**

To ensure the responsible management and disposal of electronic waste, the Company has implemented a buyback and exchange program for end-of-life printers. Under this initiative, customers are encouraged to return obsolete devices in exchange for new products. The Company then collects the returned units, undertakes systematic dismantling, and segregates the components in accordance with applicable e-waste classification standards. Subsequently, these materials are transferred to authorized recycling facilities, such as Ortech India Corporation, to ensure proper processing, resource recovery, and compliance with the Extended Producer Responsibility (EPR) framework.

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iii. Hazardous Waste

The Company follows well-defined protocols for the safe disposal of hazardous waste, including scrap materials and consumables classified under hazardous categories. Such waste is handled exclusively by registered and authorized disposal agencies approved by the relevant regulatory authorities. This ensures adherence to applicable statutory requirements while mitigating the risk of environmental contamination and supporting responsible waste management practices.

iv. Non-Hazardous Waste

For non-hazardous waste streams, the Company collaborates with local regulatory authorities or authorized waste management service providers to ensure their proper disposal or recycling. This approach ensures compliance with municipal regulations while promoting responsible and sustainable waste management practices.

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, Extended Producer Responsibility (EPR) is applicable to the Company’s operations. The Company’s waste collection and management processes are aligned with the EPR plan submitted to the relevant Pollution Control Boards. In this regard, the Company ensures adherence to regulatory requirements through proper documentation, engagement with authorized recycling partners, and periodic reporting to the concerned authorities to maintain compliance.

Comprehensive information regarding The Company’s EPR commitments, including waste collection mechanisms, recycling partnerships, and regulatory compliance, is publicly available at: <https://controlprint.com/about/extended-producer-responsibility/>.

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

NIC Code	Name of Product/Service	% of total Turnover Contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
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The Company has not yet undertaken Life Cycle Assessments (LCA) for its products or services. However, it is currently exploring the feasibility of integrating LCA into its operations in the future to strengthen its sustainability practices.

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
Not Applicable		

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

Indicate input material	Recycled or re-used input material to total material	
	2025-26	2024-25
Plastic Granules Blow Molding Grade B6401	22.00	30.00

“Annexure - C” to the Board’s Report (Contd.)

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:

	2025-26			2024-25		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	10.57	0	0	18.48	0
E-waste	0	0.935	0	0	0.13	0.99
Hazardous Waste	0	0	14.62	0	0	6.87
Other waste	0	0	2.3	0	0	2.2

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 percentage of products sold) for each product category
	Not Quantifiable

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

Essential Indicators

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

	Total (A)	% of employees covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	583	583	100.00	583	100.00	0	0.00	583	100.00	583	100.00
Female	49	49	100.00	49	100.00	49	100.00	0	0.00	49	100.00
Total*	632	632	100.00	632	100.00	49	100.00	583	100.00	632	100.00
Other than Permanent Employees											
Male	67	67	100.00	67	100.00	0	0.00	67	100.00	67	100.00
Female	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Total	67	67	100.00	67	100.00	0	0.00	67	100.00	67	100.00

* Percentage of (D) & (E) - Maternity and Paternity benefit is calculated as 100% as per FAQs on BRSR issued by NSE dated 10 May 2024

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

	Total (A)	% of workers covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	170	170	100.00	170	100.00	0	0.00	170	100.00	170	100.00
Female	20	20	100.00	20	100.00	20	100.00	0	0.00	20	100.00
Total*	190	190	100.00	190	100.00	20	100.00	170	100.00	190	100.00
Other than Permanent Workers											
Male	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Female	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Total	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

* Percentage of (D) & (E) - Maternity and Paternity benefit is calculated as 100% as per FAQs on BRSR issued by NSE dated 10 May 2024

“Annexure - C” to the Board’s Report (Contd.)

- c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format⁴:

	2025-26	2024-25
Cost incurred on well-being measures as a % of total revenue of the Company	0.74	0.72

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

Benefits	2025-26			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	99.33	100.00	Yes	99.00	100.00	Yes
Gratuity	100.00	100.00	NA	100.00	100.00	NA
ESI	22.00	67.00	Yes	14.00	68.00	Yes

Note 1: Provident Fund (PF) coverage is extended to all employees and workers of the Company. However, a small number of employees have opted not to enrol under the scheme.

Note 2: Employees and workers who do not fall under the purview of the Employees’ State Insurance (ESI) scheme are covered through alternative arrangements, including a Workmen’s Compensation policy and a Group Insurance policy.

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 fostering an inclusive and accessible workplace in accordance with the provisions of the Rights of Persons with Disabilities Act, 2016. In furtherance of this commitment, the Company has taken measures to ensure that its office premises are accessible to persons with disabilities, including employees and workers. These measures include the provision of ramps and elevators to enable barrier-free movement across different floors and work areas. Through these initiatives, the Company seeks to promote equal access and facilitate ease of mobility within its facilities.

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

The Company is in the process of finalizing a comprehensive Equal Opportunity Policy in alignment with the provisions of the Rights of Persons with Disabilities Act, 2016. The objective of this policy is to foster a workplace environment that ensures fair and equitable treatment for all individuals, free from discrimination, bias, or preferential practices.

The policy aims to promote a culture of respect and inclusion across all levels of the organization, reinforcing the Company’s commitment to providing equal access to opportunities irrespective of an individual’s background, abilities, or personal characteristics. Through this initiative, the Company seeks to cultivate a professional environment where all employees are empowered to contribute meaningfully and are treated with dignity. Upon formal adoption, the policy will be made available through the Company’s official communication channels.

⁴The above calculations are in accordance with Part B, Attribute 5 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

“Annexure - C” to the Board’s Report (Contd.)

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

Gender	Permanent Employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100.00	100.00	100.00	100.00
Female	50.00	50.00	100.00	100.00
Total	50.00	50.00	100.00	100.00

Note: During 2024-25, two female employees availed maternity leave, of whom one rejoined during the same year. During 2025-26, three female employees availed maternity leave, with one rejoining during the year. Additionally, one employee who had availed maternity leave in the previous reporting year rejoined during the current reporting year. Accordingly, a total of two employees rejoined the Company during the current reporting year.

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers Other than Permanent Workers	Yes, the Company has established internal mechanisms for employees and workers to raise grievances and concerns through multiple channels, including the Whistle Blower Policy and the POSH framework. The Company also follows an open-door policy, enabling employees and workers to approach any staff member, including senior management, to encourage transparency, open communication, and timely resolution of concerns.
Permanent Employees Other than Permanent Employees	
	Employees and workers have access to various formal and informal forums to report workplace issues or grievances. In addition, the HR department serves as a dedicated platform where concerns can be raised either verbally or in writing. All grievances received are reviewed promptly and addressed in a fair and timely manner.

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

Category	2025-26			2024-25		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	632	0	0.00	597	0	0.00
Male	583	0	0.00	549	0	0.00
Female	49	0	0.00	48	0	0.00
Total Permanent Worker	190	0	0.00	199	0	0.00
Male	170	0	0.00	180	0	0.00
Female	20	0	0.00	19	0	0.00

8. Details of training given to employees and workers:

	2025-26					2024-25				
	Total (A)	On Health and Safety measures		On Skill upgradation		Total (D)	On Health and Safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	650	296	45.54	274	42.15	635	271	42.68	240	37.80
Female	49	49	100.00	49	100.00	48	31	64.58	31	64.58
Total	699	345	49.36	323	46.21	683	302	44.22	271	39.68

“Annexure - C” to the Board’s Report (Contd.)

	2025-26					2024-25				
	Total (A)	On Health and Safety measures		On Skill upgradation		Total (D)	On Health and Safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Workers										
Male	170	170	100.00	170	100.00	180	180	100	148	82.22
Female	20	20	100.00	20	100.00	19	19	100.00	19	100.00
Total	190	190	100.00	190	100.00	199	199	100	167	83.91

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

Category	2025-26			2024-25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	650	650	100.00	635	635	100.00
Female	49	49	100.00	48	48	100.00
Total	699	699	100.00	683	683	100.00
Workers						
Male	170	170	100.00	180	180	100.00
Female	20	20	100.00	19	19	100.00
Total	190	190	100.00	199	199	100.00

10. Health and safety management system:

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

Yes, the Company has implemented the ISO 45001:2018 Occupational Health and Safety Management System at its Guwahati and Nalagarh plants to strengthen workplace health and safety practices. In addition, the Company undertakes several initiatives to promote employee wellbeing and safety awareness, including annual medical health check-ups for employees, safety awareness and training programmes, celebration of National Safety Day/Week, appointment of dedicated safety officers, and support for education and training in industrial safety.

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

The Company has established Standard Operating Procedures (SOPs) incorporating hazard identification and risk management processes, supported by periodic training programmes for employees. Regular mock drills are conducted for firefighting, first aid, and management of emergency and critical situations to strengthen preparedness and response capabilities.

The Company has also designated and marked emergency assembly points for natural calamities and other emergency situations. In addition, siren systems have been installed across facilities to ensure timely communication and effective evacuation during emergencies.

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

Yes, the Company has implemented appropriate mechanisms enabling workers to report work-related hazards and remove themselves from unsafe conditions without fear of retaliation. A structured system is in place across operations to identify, monitor, and address potential workplace hazards and harmful conditions.

Each work area follows a robust hazard reporting and resolution mechanism that encourages employees and workers to actively identify, report, and participate in mitigating workplace risks. Reports relating to work-related hazards are regularly reviewed by plant management to ensure timely corrective and preventive actions.

“Annexure - C” to the Board’s Report (Contd.)

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

Yes, the Company has introduced a comprehensive Group Medical Insurance policy for its employees, providing access to healthcare coverage and medical support. In addition, the Company mandates annual health check-ups for all employees as part of its commitment to promoting preventive healthcare and overall employee wellbeing. Through these initiatives, the Company continues to foster a healthy and supportive work environment for its workforce.

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

Safety Incident/Number	Category	2025-26	2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one Million-person hours worked)	Employees	NIL	NIL
	Workers		
Total recordable work-related injuries	Employees		
	Workers		
No. of fatalities	Employees		
	Workers		
High consequence work-related injury or ill-health (excluding fatalities)	Employees		
	Workers		

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

The Company places strong emphasis on maintaining a safe, healthy, and environmentally responsible workplace across its operations. Its commitment towards environmental sustainability is reflected through initiatives such as tree plantation drives and upkeep of clean and safe workplace conditions. The Company also enforces strict occupational health and safety practices, including mandatory usage of Personal Protective Equipment (PPE) by employees and workers.

To strengthen emergency preparedness and employee safety, the Company has developed comprehensive on-site and off-site emergency response plans, including clearly marked emergency exits and evacuation procedures. Standard Operating Procedures (SOPs) have been established for hazard identification and risk management, supported by regular mock drills covering firefighting, first aid, and critical emergency situations.

The Company further reinforces workplace safety through:

- Continuous safety-oriented training programmes
- Periodic risk assessments
- Ongoing implementation and monitoring of safety measures across operations.

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

	2025-26			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 Health & Safety	There were no complaints received from any of the employees or workers in the reporting year.					

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100.00
Working Conditions	100.00

“Annexure - C” to the Board’s Report (Contd.)
15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks/concerns arising from assessments of health & safety practices and working conditions.

No such incidents or issues were reported during the reporting period. Nevertheless, the Company continues to prioritise the maintenance of a safe, healthy, and environmentally responsible workplace across its operations. This commitment is supported through initiatives such as tree plantation drives, promotion of workplace cleanliness, and implementation of environmental sustainability measures. In addition, the Company strictly enforces safety protocols, including mandatory use of Personal Protective Equipment (PPE) by employees and workers.

The Company also demonstrates its commitment to employee wellbeing through comprehensive on-site and off-site emergency preparedness plans designed to address unforeseen situations effectively. These plans include clearly identified emergency exits and evacuation procedures to ensure prompt and safe response during emergencies.

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

The Company provides compensation and social security support for both employees and workers in the event of death or work-related incidents. The compensation framework includes coverage under Group Personal Accident (GPA) insurance, accident and health insurance policies, Employee Compensation (EC) benefits, and Employees’ State Insurance Corporation (ESIC) benefits, in accordance with applicable laws and Company policies.

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 has established a systematic process to ensure that statutory dues are duly deducted and deposited by its value chain partners. As part of this process, payment-related documentation is obtained from the partners and subjected to thorough verification. In the event that any discrepancies or concerns are identified, the Company engages with the respective value chain partner to address and resolve the issue prior to processing the payment. This approach helps ensure that all payments are made in compliance with the applicable statutory requirements.

3. Provide the number of employees/workers having suffered high consequence work-related injury/ill-health/fatalities (as reported in Q11 of Essential Indicators above), who have been are 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	
	2025-26	2024-25	2025-26	2024-25
Employees	There were no reported incidents of high-consequence work-related injuries, occupational ill-health, or fatalities during the reporting period.			
Workers				

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

Yes, the Company has established transition assistance programmes for selected employees to enable continued engagement and knowledge sharing post completion of their service tenure. These programmes are designed to leverage the valuable experience, expertise, and insights of employees for the continued benefit of the organisation.

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	100
Working Conditions	100

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

No concerns were identified in this regard during the reporting period; accordingly, no corrective actions were required or undertaken.

“Annexure - C” to the Board’s Report (Contd.)

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

Essential Indicators

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

The Company recognizes that its stakeholders are integral to its success and understands the importance of meaningful collaboration to address their concerns and achieve optimal outcomes. To this end, the Company follows a structured approach to stakeholder engagement that emphasizes both understanding and alignment with stakeholder needs. The first step in this process is the identification of key internal and external stakeholders, followed by a detailed analysis of the impact each group has on the Company and vice versa. This thorough evaluation allows the Company to priorities stakeholders based on their level of influence and relevance, ensuring that their expectations and concerns are fully understood.

To maintain strong, ongoing relationships, the Company engages with stakeholders regularly through a variety of communication channels. This continuous interaction not only fosters trust but also contributes to refining the Company’s strategy, enabling it to better address both present and future challenges.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community, Meetings, Notice Board, Website, Other)	Frequency of engagement (Annually/Half yearly/Quarterly/ others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Email, Calls & Visit, Exhibition, Advertisement, Social media, Website	As needed	Business Promotion, Payment recovery, Installation Audit (Courtesy Visit), Preventive maintenance
Government/ Competent Authorities	No	Website, Portals, E-mails, Filings, Industry forums	Periodic as well as event-based engagement	Notices, Show Cause Notice, changes in law and regulations and other requirements
Employees	Yes	E-mails, SMS, Meetings, Feedback, Letters, Website, Internal portals.	As needed	To understand employee needs and opinions. Sharing Policies, Welfare Scheme, Appraisal, Career Development, Health & Safety
Suppliers	No	Email, Meeting, Digital Platform	As needed	Invoices, Bill Payment, Grievances, Long term relationship
Investors	No	Stock Exchange Intimations, Newspapers, Media Releases, Investor Presentations, E-mails, SMS and Annual Report, Analyst Meet, Annual and other General Meetings, NSE Electronic Application Processing System (NEAPS), BSE Listing Centre, SEBI Complaints Redress System (SCORES), Surveys, Depositories, Investor Meetings and Online Dispute Resolution Portal (ODR), Social Media	Annually, Quarterly, Half-yearly, Need-based, Real-time	Financial and Non- Financial report sharing/Dividend/IEPF related matters
Communities	Yes	Meeting, Website	As needed	CSR, Social initiatives

“Annexure - C” to the Board’s Report (Contd.)
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 Company follows a structured stakeholder engagement and consultation process to facilitate meaningful dialogue on economic, environmental, social, and governance (ESG) matters. Stakeholder feedback is gathered through various levels of engagement, depending on the nature, significance, and impact of the issue being addressed. Inputs received through these interactions are reviewed by the relevant departments and, where appropriate, escalated to the Board or senior management for consideration in decision-making processes.

The Company’s stakeholder engagement approach comprises the following levels:

- i. Inform: Stakeholders are provided with timely, accurate, and objective information regarding relevant matters, initiatives, or decisions to enhance transparency and awareness.
- ii. Consult: Feedback and perspectives are actively sought from stakeholders through various channels such as surveys, meetings, discussions, and other consultation mechanisms. The inputs received are considered during the decision-making process.
- iii. Involve: Stakeholders are engaged throughout the process to ensure that their concerns, expectations, and viewpoints are adequately understood and reflected in the development of solutions and actions.
- iv. Collaborate: The Company works closely with stakeholders to jointly evaluate alternatives, develop solutions, and address key issues through a participative decision-making approach.
- v. Empower: In specific cases involving significant stakeholder interests, stakeholders may be provided with the opportunity to directly influence or make decisions through designated governance or consultation mechanisms.

Through this multi-tiered engagement framework, the Company seeks to foster transparency, strengthen stakeholder relationships, and ensure that stakeholder perspectives are effectively integrated into its business strategy and decision-making processes.

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.

Yes, stakeholder consultation forms an integral part of the Company’s approach to identifying, assessing, and managing material environmental, social, and governance (ESG) topics. The Company actively engages with its stakeholders to gain insights into key issues, including governance practices, employee wellbeing and empowerment, diversity and inclusion, environmental stewardship, and broader stakeholder expectations.

The Company places significant emphasis on identifying and prioritising material matters that may have a substantial impact on both its stakeholders and business operations. Feedback received through stakeholder engagement processes is carefully evaluated and considered while formulating policies, strategies, and action plans. This approach helps ensure that stakeholder perspectives are incorporated into the Company’s decision-making processes and ESG initiatives.

Stakeholder inputs play an important role in strengthening and refining the Company’s ESG framework, enabling it to respond effectively to emerging opportunities and challenges. During the reporting year, no specific instances were recorded where stakeholder consultation resulted in a material change to the Company’s ESG policies or activities.

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

The Company is committed to achieving sustainable growth while creating long-term value for its stakeholders, including vulnerable and marginalised groups. It recognises the importance of maintaining constructive relationships with all stakeholder groups and adopts an inclusive, multi-stakeholder approach to support equitable and sustainable development. Stakeholder engagement activities, including interactions with vulnerable and marginalised communities, are undertaken through relevant departments in consultation with leadership and are overseen through the Company’s governance framework. Such engagements are guided by the Company’s Code of Business Principles and related policies, which emphasize transparency, integrity, accountability, and ethical conduct. Concerns and feedback relating to environmental, social, and economic matters are systematically captured, assessed, and communicated to the appropriate governance bodies for review and consideration.

In addition, the Company’s CSR governance mechanism plays an important role in guiding and overseeing community development initiatives, ensuring that the interests and needs of vulnerable stakeholder groups are appropriately considered while planning and implementing CSR programmes. Through these structured engagement and governance processes, the Company seeks to address stakeholder concerns and contribute positively to community wellbeing, inclusion, and socio-economic development.

During the reporting year, no specific instances were recorded that required targeted intervention or action in response to concerns raised by vulnerable or marginalised stakeholder groups.

“Annexure - C” to the Board’s Report (Contd.)

PRINCIPLE 5: Businesses should respect and promote human rights**Essentials Indicators**

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

Category	2025-26			2024-25		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
Employees						
Permanent	632	296	46.84	597	271	45.39
Other than permanent	67	41	61.19	86	31	36.05
Total Employees	699	337	48.21	683	302	44.22
Workers						
Permanent	190	190	100	199	199	100
Other than permanent	0	0	0.00	0	0	0.00
Total Workers	190	190	100	199	199	100

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

Category	2025-26					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	632	0	0.00	632	100.00	597	0	0.00	597	100.00
Male	583	0	0.00	583	100.00	549	0	0.00	549	100.00
Female	49	0	0.00	49	100.00	48	0	0.00	48	100.00
Other than Permanent	67	0	0.00	67	100.00	86	0	0.00	86	100.00
Male	67	0	0.00	67	100.00	86	0	0.00	86	100.00
Female	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Workers										
Permanent	190	0	0.00	190	100.00	199	0	0.00	199	100.00
Male	170	0	0.00	170	100.00	180	0	0.00	180	100.00
Female	20	0	0.00	20	100.00	19	0	0.00	19	100.00
Other than Permanent	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Male	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Female	0	0	0.00	0	0.00	0	0	0.00	0	0.00

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

- 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 (BoD)	5	4372800	2	0
Key Managerial Personnel*	2	3215860	0	0
Employees other than BoD and KMP	646	528350	49	515836
Workers	170	269032	20	212051

Note 1: Since there are only 2 BoD and KMP's drawing remuneration average has been taken instead of the median.

Note 2: 2 Executive Directors (Both Male) 4 independent Directors (3 Male & 1 Female) 1 Non-Executive Director (Female) draw sitting fees.

Note-3: Does not include Directors designated as KMPs.

“Annexure - C” to the Board’s Report (Contd.)
b. Gross wages paid to females as % of total wages paid by the entity, in the following format⁵:

	2025-26	2024-25
Gross wages paid to females as % of total wages	6.20	5.68

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

Yes, the Company has established a grievance redressal mechanism dedicated to monitoring and addressing employee and worker concerns in a timely and effective manner. The HR department serves as the primary channel for handling grievances, supported by an open-door policy and internal mechanisms that enable employees to raise concerns directly with senior management. In addition, the Company has implemented a Whistleblower Policy through which employees can report instances of unethical behaviour, misconduct, or violations of the Company’s Code of Conduct to the designated whistleblower officer.

The Company is committed to upholding the dignity, respect, and wellbeing of all individuals in the workplace. To promote a safe and inclusive working environment, Internal Committees under the Prevention of Sexual Harassment (POSH) Act have been constituted across the organisation. These committees are responsible for addressing complaints related to sexual harassment and ensuring appropriate resolution in accordance with applicable legal provisions and Company policies.

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

The Company has established internal mechanisms to address grievances relating to human rights and workplace concerns for both employees and workers. These include a structured grievance redressal mechanism designed to ensure timely reporting, assessment, and resolution of issues in a fair and transparent manner.

In addition, the Company has implemented a Whistleblower Policy that provides a vigil mechanism for stakeholders, employees, and workers to report concerns to the designated whistleblower officer. Under this policy, employees are encouraged to report instances of unethical behaviour, suspected fraud, or violations of the Company’s Code of Conduct without fear of retaliation. Through these practices, the Company remains committed to upholding human rights, promoting ethical conduct, and ensuring that all individuals are treated with dignity and respect.

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

	2025-26			2024-25		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual harassment						
Discrimination at workplace						
Child Labour						
Forced Labour/Involuntary Labour						
Wages						
Other Human Rights related issues						

No such complaints were received for the reporting year

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format⁶:

	2025-26	2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees/workers	0.00	0.00
Complaints on POSH upheld	0	0

⁵The above calculations are in accordance with Part B, Attribute 6 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122

⁶The above calculations are in accordance with Part B, Attribute 6 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

“Annexure - C” to the Board’s Report (Contd.)

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

The Company has established a Prevention of Sexual Harassment (POSH) Policy to address workplace discrimination and harassment and has constituted an Internal Complaints Committee (ICC) for redressal of related complaints. The Company places strong emphasis on maintaining confidentiality of the complainant’s identity throughout the investigation process to safeguard individuals from any adverse repercussions.

The ICC proceedings are overseen by the Presiding Officer, who is a senior member with relevant expertise, ensuring that all matters are handled in accordance with the principles of natural justice. Decisions relating to actions in POSH cases are taken in consultation with the external member of the ICC. In addition, the Company’s Whistleblower Policy provides safeguards for individuals reporting unethical practices, thereby protecting them against retaliation or unfavourable treatment.

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

Yes, human rights and compliance with applicable Labour Laws, requirements form part of the business agreements and contracts of the Company.

10. Assessments for the year:

	% of your plants and Offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100.00
Forced/involuntary labour	100.00
Sexual Harassment	100.00
Discrimination at workplace	100.00
Wages	100.00

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

No significant concerns or risks were identified from the assessments conducted in response to Question 10; accordingly, no corrective actions were required or implemented.

Leadership Indicators

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

During the reporting period, there were no specific instances requiring modification or introduction of business processes in response to human rights grievances or complaints. Nevertheless, the Company has established accessible and structured grievance redressal mechanisms for employees and workers to raise concerns related to workplace practices and human rights. Employees may directly approach or communicate grievances to the HR department, which ensures timely assessment and resolution of concerns.

In addition, the Company has implemented policies such as the Prevention of Sexual Harassment (POSH) Policy and the Whistleblower Policy, which provide formal mechanisms for reporting and addressing grievances in a fair, confidential, and transparent manner. These frameworks collectively support the Company’s commitment to safeguarding human rights and fostering a respectful and inclusive workplace environment.

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

Human rights remain a critical component of the Company’s commitment to ethical business practices and sustainable operations. The Company addresses human rights considerations through internal audit and review mechanisms to assess adherence to applicable human rights standards and workplace practices. These processes help ensure protection of the rights, dignity, and wellbeing of employees and workers across operations.

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?

Yes, the Company prioritises inclusivity and accessibility across its premises and office spaces in alignment with the requirements of the Rights of Persons with Disabilities Act, 2016. To facilitate barrier-free access, the Company has installed infrastructure such as ramps and lifts to support ease of movement for individuals with physical disabilities, including wheelchair users. These accessibility measures are aimed at ensuring safe, convenient, and inclusive access for employees, visitors, and other stakeholders across the Company’s facilities.

“Annexure - C” to the Board’s Report (Contd.)

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	100.00
Discrimination at workplace	100.00
Child Labour	100.00
Forced Labour/Involuntary Labour	100.00
Wages	100.00

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

No significant concerns or risks have been identified from the assessments conducted in response to Question 4, and as such, no corrective actions have been necessary or undertaken.

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment
Essential Indicators

 1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format⁷:

Parameter	2025-26 (In Mega joules)	2024-25 (In Mega joules)
From renewable sources		
<i>Total electricity consumption (A)*</i>	3,57,919.20	0.00
<i>Total fuel consumption (B)</i>	0.00	0.00
<i>Energy consumption through other sources (C)</i>	0.00	0.00
<i>Total Energy consumption from re-newable sources (A+B+C)</i>	3,57,919.20	0.00
From non-renewable sources		
<i>Total electricity consumption (D)</i>	24,55,113.60	38,84,025.60
<i>Total fuel consumption (E)*</i>	74,07,537.36	84,32,905.09
<i>Energy consumption through other sources (F)</i>	-	0.00
<i>Total Energy consumption from non-renewable sources (D+E+F)</i>	98,62,650.96	1,23,16,930.69
<i>Total energy consumed (A+B+C+D+E+F)</i>	1,02,20,570.16	1,23,16,930.69
<i>Energy intensity per rupee of turnover - MJ/Rupee (Total energy consumption/Revenue from Operations)</i>	0.0023	0.0032
<i>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)⁸ - MJ/US\$ (Total energy consumed/Revenue from operations adjusted for PPP)</i>	0.047	0.066
<i>Energy intensity in terms of physical output⁹- MJ/Unit of Product</i>	0.93	1.57
<i>Energy intensity (optional) – the relevant metric may be selected by the entity - MJ/employee</i>	14,621.70	18,033.57

*The Company commenced the use of renewable captive electricity at its Nalagarh unit during the current reporting year. Accordingly, consumption of renewable electricity has been disclosed in 2025-26. As no such renewable captive power was utilized in the previous reporting year, the corresponding disclosure was not applicable for 2024-25.

**A decrease in energy consumption from non-renewable fuels has been observed compared to the previous year, primarily due to lower fuel consumption by Company-owned vehicles. In addition, the Company has introduced an electric vehicle (EV) at the Nalagarh location, which has further contributed to reducing the consumption of conventional fuels and the associated greenhouse gas emissions.

⁷The above calculations are in accordance with Part B, Attribute 3 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

⁸The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

⁹The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

“Annexure - C” to the Board’s Report (Contd.)

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

No independent assessment, evaluation, or assurance has been conducted by any external agency to review the Company’s operations, performance, or compliance with applicable standards and regulatory requirements.

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

The Company is not covered under the Perform, Achieve, and Trade (PAT) Scheme administered by the Government of India; accordingly, no targets under the scheme are applicable.

- 3. Provide details of the following disclosures related to water, in the following format¹⁰:**

Parameter	2025-26	2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	0.00	0.00
(ii) Groundwater	7,297.52	9,875.87
(iii) Third party water*	1,070.06	1,083.60
(iv) Seawater/desalinated water	0.00	0.00
(v) Others	0.00	0.00
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	8,367.58	10,959.47
Total volume of water consumption (in kiloli-tres)	5,870.35	7,611.26
Water intensity per rupee of turnover -KL/Rupee (Water consumed/ Revenue from operations)	0.0000013	0.0000020
Water Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP¹¹) - KL/US\$ (To-tal water consumption/Revenue from opera-tions adjusted for PPP)	0.000027	0.000041
Water intensity in terms of physical output¹²- KL/Unit of Product	0.0005	0.0010
Water intensity (optional) - the relevant metric may be selected by the entity - KL/employee	8.40	11.14

* The water withdrawal for the corporate office has been calculated in accordance with the National Building Code (NBC) 2016, Estimation of water requirement for drinking and domestic use, where 45 litres per head per day is considered as the water requirement for offices with canteen facilities.

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

No independent assessment, evaluation, or assurance has been conducted by any external agency to review the Company’s operations, performance, or compliance with applicable standards and regulatory requirements.

¹⁰The above calculations are in accordance with Part B, Attribute 2 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

¹¹The above calculations are in accordance with Part A, Section 1(i) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

¹²The above calculations are in accordance with Part A, Section 1(i) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

“Annexure - C” to the Board’s Report (Contd.)

4. Provide the following details related to water discharged

Parameter	2025-26	2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0.00	0.00
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	0.00	0.00
(ii) To Groundwater	0.00	0.00
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	0.00	0.00
(iii) To Seawater	0.00	0.00
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	0.00	0.00
(iv) Sent to third-parties	0.00	0.00
- No treatment*	856.05	866.88
- With treatment – Primary and Secondary Treatment	23.39	21.33
(v) Others	0.00	0.00
- No treatment	0.00	0.00
- With treatment - Primary, Secondary and Tertiary Treatment	1,617.80	2,460.00
Total water discharged (in kilolitres)	2,497.23	3,348.21

* The discharge for the corporate office is considered to be 80% of the total water withdrawal, in accordance with the Manual on Sewage and Sewerage Treatment (2nd Edition), Central Public Health and Environmental Engineering Organisation.

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

No independent assessment, evaluation, or assurance has been conducted by any external agency to review the Company’s operations, performance, or compliance with applicable standards and regulatory requirements.

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

At the Guwahati unit, the Company has installed a Sewage Treatment Plant (STP) with a capacity of 7.5 KLD, along with a 20,000-liter rainwater harvesting tank, as part of its commitment to sustainable water management. Although Zero Liquid Discharge (ZLD) has not yet been achieved at this facility, the STP operates through a well-defined, multi-stage treatment process:

1. Raw Sewage Collection:

Incoming wastewater is initially directed into a collection tank equipped to capture coarse and floating solids. This preliminary treatment step helps prevent blockages in downstream equipment, ensures operational efficiency, and reduces the risk of sludge accumulation at disposal points.

2. Biological Treatment:

The collected sewage is subsequently transferred to a biological treatment tank, where microbial processes facilitate the breakdown of organic matter. Bacteria play a primary role in degradation, while protozoa help regulate microbial populations. To maintain optimal treatment efficiency, nutrients such as DAP and urea are dosed at regular intervals of three days.

3. Clarification:

The partially treated effluent then enters a clarifier tank, where suspended solids settle to form sludge at the bottom. A mechanical scraper is used to remove the settled sludge, while floating scum is separated from the surface, resulting in clarified water suitable for further treatment.

“Annexure - C” to the Board’s Report (Contd.)

4. Filtration:

The clarified water undergoes tertiary filtration through iron and carbon filters. Prior to filtration, chlorine dosing is carried out to improve treatment effectiveness. The iron filter removes residual iron content, while the activated carbon filter (GAC) adsorbs remaining organic contaminants and chemical residues.

At the Nalagarh facility, although ZLD implementation is still underway, an operational STP has been established with the following key components:

i. Collection Tank:

Wastewater is initially collected in a holding tank, allowing for temporary storage and flow equalization.

ii. Biological Treatment:

This stage involves aeration through twin lobe blowers and diffusers, which introduce oxygen at the base of the tank to support microbial activity. The treatment process may utilize either synthetic media or complete-mix systems to reduce organic load. The treated mixture is then directed to a secondary clarifier, where solids settle as sludge. A portion of the sludge is recirculated to maintain appropriate Mixed Liquor Suspended Solids (MLSS) levels, while the excess is dewatered, dried, and repurposed as manure. The clarified effluent is then conveyed for tertiary treatment.

iii. Tertiary Treatment:

In the final stage, the effluent is passed through a dual-media filtration system comprising sand and carbon filters. This step ensures the removal of fine suspended and dissolved impurities. The treated water is subsequently reused for landscaping and plantation purposes within the facility premises.

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

Parameter	Please specify unit	2025-26	2024-25
NOx	mg/Nm ³	770.63	187.60
SOx	mg/Nm ³	60.90	22.22
Particulate matter (PM)	mg/Nm ³	111.87	125.00
Persistent organic pollutants (POP)	-	0.00	0.00
Volatile organic compounds (VOC)	-	0.00	0.00
Hazardous air pollutants (HAP)	-	0.00	0.00
Others - CO	mg/Nm ³	659.63	0.00

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

Yes, independent assessments have been undertaken for both facilities. The Guwahati Unit was evaluated by ABNS Scientific Services, while the Nalagarh Unit underwent assessment by Eco Paryavaran Laboratories and Consultants Pvt. Ltd.

** Control Print operates in the coding and marking industry, with a primary focus on the manufacturing of printers and related consumables. While key printer components are largely sourced from external vendors, final assembly and comprehensive testing are carried out in-house at Company facilities. These processes are inherently non-polluting in nature. Similarly, the raw materials and chemicals used in consumable production are procured externally, with formulation and processing undertaken at the Company’s plant in accordance with operational requirements.

The Company’s manufacturing activities do not lead to any significant air emissions. The only potential source of emissions arises from diesel generator (DG) sets, which are utilized sparingly during occasional power outages. Even in such instances, usage remains minimal and within prescribed regulatory limits. Further, the Company has obtained all necessary consents under the Air (Prevention and Control of Pollution) Act, wherever applicable, thereby ensuring full compliance with relevant environmental regulations.

“Annexure - C” to the Board’s Report (Contd.)

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format¹⁵:

Parameter	Unit	2025-26	2024-25
Total Scope 1 emissions (Break-up of the GHG into CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, if available)	<i>Metric tonnes of CO₂ equivalent</i>	124.00	345.70
Total Scope 2 emissions¹⁴ (Break-up of the GHG into CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, if available)	<i>Metric tonnes of CO₂ equivalent</i>	484.21	1,042.60
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)	<i>Metric tonnes of CO₂ equivalent/Rupee</i>	0.00000014	0.00000036
Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP)¹⁵ (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations adjusted for PPP)	<i>Metric tonnes of CO₂ equivalent/US\$</i>	0.00000028	0.00000074
Total Scope 1 and Scope 2 emissions intensity in terms of physical output¹⁶	<i>Metric tonnes of CO₂ equivalent/Unit of Product</i>	0.000006	0.000018
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	<i>Metric tonnes of CO₂ equivalent/employee</i>	0.87	2.03

*A decrease in Scope 2 greenhouse gas emissions has been observed during the reporting year, primarily due to reduced grid electricity consumption at the Nalagarh facility. In addition, the Company has commenced the use of renewable electricity at the Nalagarh location, which has further contributed to the reduction in indirect greenhouse gas emissions associated with purchased electricity.

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

No independent assessment, evaluation, or assurance has been conducted by any external agency to review the Company’s operations, performance, or compliance with applicable standards and regulatory requirements.

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

At present, the Company has not undertaken any dedicated project specifically aimed at reducing greenhouse gas (GHG) emissions. However, in line with its commitment to environmental sustainability, the Company continues to implement a range of responsible practices. These include the installation of rainwater harvesting systems for water conservation, the operation of sewage treatment plants (STPs) for effective wastewater management, and the implementation of structured plastic waste recycling programs. Although these initiatives are not directly targeted at GHG emission reduction, they contribute significantly to the Company’s overall environmental stewardship objectives.

¹³The above calculations are in accordance with Part B, Attribute 1 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

¹⁴The above calculations as per the updated emission factors provided in the CO₂ Baseline Database for the Indian Power Sector – User Guide, Version 20.0, December 2024, published by the Central Electricity Authority, Ministry of Power, Government of India.

¹⁵The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

¹⁶The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

“Annexure - C” to the Board’s Report (Contd.)

9. Provide details related to waste management by the entity, in the following format¹⁷:

Parameter	2025-26	2024-25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	14.57	24.48
E-waste (B)	2.55	1.15
Bio-medical waste (C)	0.00	0.00
Construction and demolition waste (D)	0.00	0.00
Battery waste (E)	0.00	0.00
Radioactive waste (F)	0.00	0.00
Other Hazardous waste (G) - Chemical waste and Ink Solvent	19.88	19.59
Other Non-hazardous waste generated (H). Please specify, if any.		
Food Waste	2.30	2.20
Packing Waste	5.80	5.50
Total (A+B + C + D + E + F + G + H)	45.10	52.92
Waste intensity per rupee of turnover - MT/Rupee (Total waste generated/Revenue from operations)	0.000000010	0.000000014
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) ¹⁸ - MT/US\$ (Total waste generated/Revenue from operations adjusted for PPP)	0.000000021	0.000000028
Waste intensity in terms of physical output ¹⁹ - MT/Unit of Product	0.00000041	0.00000067
Waste intensity (optional) - the relevant metric may be selected by the entity MT/Employee	0.065	0.077
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste - Plastic, E-waste and Non-hazardous waste		
(i) Recycled - Plastic and E-waste	17.12	25.63
(ii) Re-used	0.00	0.00
(iii) Other recovery operations - Composting	2.30	2.20
(iv) Other recovery operations (Co-processing) - Ink and Solvent	19.88	19.59
Total	39.30	47.42
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste - Non - Hazardous waste		
(i) Incineration	0.00	0.00
(ii) Landfilling - Packing Waste	5.80	5.50
(iii) Other disposal operations	0.00	0.00
Total	5.80	5.50

¹⁷The above calculations are in accordance with Part B, Attribute 4 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

¹⁸The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

¹⁹The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

“Annexure - C” to the Board’s Report (Contd.)

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

No independent assessment, evaluation, or assurance has been conducted by any external agency to review the Company’s operations, performance, or compliance with applicable standards and regulatory requirements.

The Company follows a structured and responsible waste management framework, engaging specialized agencies for the collection, treatment, and disposal of various waste streams. All plastic waste is systematically recycled, thereby minimizing contributions to landfills. E-waste is managed through entities authorized by the Central Pollution Control Board (CPCB), while hazardous waste is handled in compliance with guidelines prescribed by the State Pollution Control Board (SPCB). Non-hazardous waste is disposed of through the local Municipal Board in accordance with applicable regulations.

In addition, the Company has implemented an in-house composting system for canteen waste using a dedicated composting machine, further strengthening its commitment to sustainable and environmentally responsible practices.

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.

At both the Guwahati and Nalagarh facilities, the Company has established structured waste management systems to ensure the safe and responsible handling of both hazardous and non-hazardous waste streams. Hazardous waste—including used oil, grease, residual ink, paints, ink-contaminated rags, gloves, empty chemical containers, and ink drums—is collected and stored in designated hazardous waste storage areas. These materials are appropriately labelled and handled using suitable personal protective equipment (PPE) before being handed over to authorized disposal agencies, in full compliance with applicable regulatory requirements.

Non-hazardous waste, such as worn-out PPE, process residues, packaging materials, and discarded mechanical components, is managed separately through a designated scrap yard for interim storage. Thereafter, such waste is channelled to certified scrap dealers for environmentally sound disposal or recycling.

In addition, the Company remains committed to minimizing the use of toxic and hazardous chemicals in its operations. Continuous efforts are made to review and optimize processes, with a focus on adopting safer alternatives and reducing chemical usage wherever feasible, thereby supporting a safer work environment and reducing environmental impact.

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	Types 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.
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The Company does not operate or maintain any offices within 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
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As per the guidelines of the Ministry of Environment, Forest & Climate Change (MoEF&CC), the nature of the Company’s industrial operations does not necessitate obtaining environmental clearance or undertaking an Environmental Impact Assessment (EIA).

“Annexure - C” to the Board’s Report (Contd.)

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, and Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Serial Number	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 taken, if any action
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The Company did not have any material non-compliances in the reporting 2025-26.

Leadership Indicators

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

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

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

Parameter	2025-26	2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	Not Applicable	
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater/desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed/ turnover)		
Water intensity (optional) - the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	Not Applicable	
- No treatment		
-With treatment - please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment - please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment - please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment - please specify level of treatment		
(v) Others		
- No treatment		
- With treatment - please specify level of treatment		
Total water discharged (in kilolitres)		

“Annexure - C” to the Board’s Report (Contd.)

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

No independent assessment, evaluation, or assurance has been conducted by any external agency to review the Company’s operations, performance, or compliance with applicable standards and regulatory requirements.

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

Parameter	Unit	2025-26	2024-25
Total Scope 3 emissions (Break-up of the GHG into CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, if available) - Limited	<i>Metric tonnes of CO₂ equivalent</i>	3.54	3.46
Total Scope 3 emissions per rupee of turnover	<i>Metric tonnes of CO₂ Equivalent/Rupee</i>	0.00000000079	0.00000000090
Total Scope 3 emission intensity (optional) - the relevant metric may be selected by the entity	<i>Metric tonnes of CO₂ Equivalent/Per Employee</i>	0.0051	0.0051

Scope 3 emissions have been calculated based solely on the available data pertaining to waste generation.

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

No independent assessment, evaluation, or assurance has been conducted by any external agency to review the Company’s operations, performance, or compliance with applicable standards and regulatory requirements.

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 does not have any operations or offices situated within ecologically sensitive areas.

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	Waste Segregation and Compliance	Dedicated storage areas have been created for different categories of waste, which are disposed of through authorized recyclers in accordance with Extended Producer Responsibility (EPR) and Plastic Waste Management (PWM) regulations. Waste is primarily classified into Dry and Wet categories, and further subdivided into types such as Electronic, Plastic, Chemical, and Metal.	Improved waste management efficiency and environmental compliance have been achieved. Different types of waste are managed separately, minimizing environmental risks. Authorized disposal ensures adherence to legal and sustainable recycling practices
2	Waste Minimization Training	Multiple awareness sessions have been organized to educate employees on the importance of waste reduction at the source, segregation practices, and the consequences of improper waste handling.	These training sessions have led to better-informed employees and enhanced waste segregation practices. As a result, the accuracy and effectiveness of waste disposal have significantly improved.
3	Installation of Sewage Treatment plant	The Company has implemented a Sewage Treatment Plant (STP) designed to recycle and reuse wastewater. The system involves anaerobic and aerobic treatment processes that purify wastewater for non-potable reuse, such as in landscaping and industrial cooling.	The STP has yielded environmental and operational benefits by reducing the demand for freshwater, lowering water consumption costs, and promoting sustainable water reuse practices.

“Annexure - C” to the Board’s Report (Contd.)

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
4	Environmental Training and SOPs	Regular environmental awareness and waste management training sessions are conducted for employees. Standard Operating Procedures (SOPs) are maintained and followed to guide employees in day-to-day waste handling and environmental management practices.	These initiatives have resulted in enhanced employee awareness, reduced training gaps, optimized resource use, and minimized waste generation through better internal practices.
5	Green Cover Enhancement through Plantations	The Company undertakes tree plantation drives and environmental awareness initiatives on occasions such as World Environment Day as part of its commitment towards ecological balance and environmental sustainability.	Environmental awareness programs continue to be conducted annually for employees, and plantation drives are being undertaken to support environmental protection and ecological conservation initiatives.
6	Water Conservation Measures	Several initiatives have been introduced to promote water efficiency, including repairing leaks, installing water level sensors, using pressmatic taps, implementing rainwater harvesting systems, and recycling water through STP.	Water pressure-controlled taps have been installed/replaced to significantly reduce water wastage and improve water use efficiency across operations.
7	Energy Efficiency Improvements	The Company has replaced traditional lighting with energy-efficient LED lights and installed automated timers for street lighting to reduce energy consumption.	These initiatives have enhanced energy efficiency across operations, reduced electricity consumption, and contributed towards minimizing environmental impact.

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

The Company has established a comprehensive Business Continuity and Disaster Management Plan to ensure operational resilience and preparedness in the event of unforeseen disruptions. This includes a robust data backup system to safeguard critical information and enable timely restoration during emergencies. A systematic risk assessment process is undertaken to identify, evaluate, and mitigate potential hazards.

As part of its preventive infrastructure, seven lightning arresters have been installed to protect against electrical surges, and fire extinguishers have been strategically placed in accordance with Fire Office guidelines. Additionally, water sprinkler systems have been deployed in critical areas to assist in temperature control and emergency response.

The Company also conducts regular training sessions and awareness programs to ensure that employees are adequately prepared to respond effectively in disaster situations.

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?

At present, the Company does not undertake a formal assessment of the environmental impact associated with its value chain partners. However, it remains committed to strengthening its approach in the future by identifying and addressing potential environmental risks across the value chain. The Company intends to implement appropriate mitigation and adaptation measures, wherever necessary, to manage such risks effectively.

Through these efforts, the Company aims to progressively enhance its sustainability performance and reduce environmental impact across all aspects of its operations, including its extended value chain.

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

The Company has not yet undertaken formal assessments of the environmental impacts associated with its value chain partners. However, it remains committed to proactively evaluating potential environmental risks in the future and will take appropriate steps to implement suitable mitigation and adaptation measures, as required.

“Annexure - C” to the Board’s Report (Contd.)
8. How many Green Credits have been generated or procured²⁰:

- a) By the listed entity - NIL
- b) By the top ten (in terms of value of purchases and sales, respectively) value chain partners - NIL

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

Essential Indicators
1. a) Number of affiliations with trade and industry chambers/associations.

The Company is affiliated with a total of five (5) trade and industry chambers or associations.

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

S. No	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1.	The Federation of Indian Chambers of Commerce & Industry (FICCI)	National
2.	BN Industries Association	National
3.	Bombay Chamber of Commerce	State
4.	Federation of Industries & Commerce of North Eastern Region (FINER), Guwahati	State
5.	Nalgarah Industries Association	State

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

Name of authority	Brief of the case	Corrective active taken
No such incident was reported.		

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

Sr. No	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/Half yearly/Quarterly/Others - please specify)	Web Link, If available
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The Company does not generally take independent positions on public policy matters. However, it contributes to policy discussions and industry-related initiatives through its membership in various trade associations and industry chambers. These engagements provide a platform for the Company to participate in collective efforts aimed at promoting industry development, economic growth, and broader societal interests.

All such interactions are conducted in accordance with the Company’s Code of Conduct and governance framework, which emphasise ethical behaviour, transparency, integrity, and compliance with applicable laws and regulations. Oversight of these engagements is exercised by senior management and relevant governance bodies, with significant matters reviewed by the Board, as required, to ensure alignment with the Company’s strategic objectives and corporate values. While details of such engagements are not publicly disclosed, the Company remains committed to responsible and ethical participation in policy-related discussions through recognised industry forums.

²⁰The above disclosure is made as per the SEBI circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dt. 28th March 2025.

“Annexure - C” to the Board’s Report (Contd.)

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Name and Brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web Link
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Not applicable, as the Company did not undertake any projects requiring a Social Impact Assessment (SIA).

2. 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)	5 of PAFs covered by R&R	Amounts paid to PAFs in the FY (in ₹)
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Not Applicable

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

The Company has established mechanisms to receive, assess, and address grievances and concerns raised by local communities through regular stakeholder engagement and interaction. These engagements enable the Company to better understand community needs and facilitate timely resolution of issues wherever required.

In addition, the Company remains committed to designing, implementing, and managing a wide range of Corporate Social Responsibility (CSR) initiatives aimed at creating sustainable social impact. The Company’s CSR programmes are primarily focused on five key pillars:

- Education: Promoting access to quality education and supporting skill development initiatives.
- Innovation: Encouraging innovation, entrepreneurship, and technological advancement through supportive initiatives.
- Gender Equality: Promoting equal opportunities, inclusivity, and gender equality within the workplace and society.
- Healthcare: Supporting initiatives focused on improving healthcare infrastructure, accessibility, and awareness within communities.
- Rural Development: Contributing towards rural development through projects aimed at improving infrastructure, livelihoods, and overall community wellbeing

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers²¹:

	2025-26	2024-25
Directly sourced from MSMEs/small producers	41.33	26.57
Directly from within India	58.67	73.43

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	2025-26	2024-25
Rural	20.43	21.17
Semi-Urban	6.38	6.44
Urban	17.21	15.62
Metropolitan	55.98	56.77

²¹The above calculations are in accordance with Part B, Attribute 7 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

²²The above calculations are in accordance with Part B, Attribute 7 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

“Annexure - C” to the Board’s Report (Contd.)

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, as the Company did not undertake any projects requiring a Social Impact Assessment (SIA).	

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

S. No	State	Aspirational District	Amount spent (In ₹)
The Company has not undertaken any Corporate Social Responsibility (CSR) initiatives in designated aspirational districts.			

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

While we don’t have a separate preferential procurement policy that specifically gives preference to suppliers comprising marginalized or vulnerable groups, we actively promote diversity and inclusion in our procurement practices.

- (b) From which marginalized/vulnerable groups do you procure?

This is not applicable.

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

This is 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 (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
Not Applicable				

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

Name of authority	Brief of the case	Corrective Action taken
Not Applicable		

6. Details of beneficiaries of CSR Projects:

S. No	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1.	An amount of INR 40 lakhs, received as CSR funding from Control Print Limited, has been utilized towards supporting The Akanksha Foundation’s School Program as well as associated network support costs.		
2.	An amount of INR 50 lakhs has been allocated towards the procurement of medical equipment aimed at supporting the treatment and relief of economically disadvantaged patients, particularly those holding Below Poverty Line (BPL) cards and unable to afford hospital expenses. Additionally, patients from Economically Weaker Sections (EWS) are provided access to both Outpatient Department (OPD) and Inpatient Department (IPD) services. The initiative encompasses the provision of comprehensive healthcare support, including free consultations, medicines, surgical procedures, diagnostic investigations, and other necessary medical services, as required.		

“Annexure - C” to the Board’s Report (Contd.)

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

Essential Indicators

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

The Company has established a well-defined mechanism for handling consumer complaints and feedback. The sales team maintains regular engagement with customers to promptly identify and address any issues related to products or services. Feedback and complaints are received through multiple channels, including the Company’s website and social media platforms. Upon receipt, each complaint is logged into a centralized system and assigned a unique ticket number to facilitate effective tracking and resolution.

The Company is committed to addressing and resolving all complaints within a defined timeframe. Each case is closely monitored throughout the resolution process to ensure appropriate and satisfactory closure. This structured approach underscores the Company’s commitment to delivering high standards of customer service and effective issue resolution.

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

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

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

	2025-26		Remarks	2024-25		Remarks
	Received during the Year	Pending resolution at end of year		Received during the Year	Pending resolution at end of year	
Data Privacy	NIL	NIL	NA	NIL	NIL	NA
Advertising						
Cyber-security	NIL	NIL	NA	NIL	NIL	NA
Delivery of essential services	NIL	NIL	NA	NIL	NIL	NA
Restrictive Trade Practices	NIL	NIL	NA	NIL	NIL	NA
Unfair Trade Practices	NIL	NIL	NA	NIL	NIL	NA
Other – Customers	7	2	The Company is working to resolve complaints promptly	4	1	The Company is working to resolve complaints promptly

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

	Number	Reasons for recall
Voluntary recalls	There were no instances of product recalls due to safety-related concerns during the reporting year.	
Forced recalls		

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

Yes, the Company has implemented a comprehensive privacy policy to address matters relating to customer data privacy and protection. The policy outlines the measures and practices adopted by the Company for secure collection, storage, processing, handling, and retention of customer data throughout its lifecycle.

The policy is accessible through the Company’s intranet platform and reflects the Company’s commitment towards safeguarding customer information and maintaining data privacy and confidentiality standards across its operations.

“Annexure - C” to the Board’s Report (Contd.)
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.

During the reporting period, the Company did not encounter any incidents or issues relating to advertising and delivery of essential services, cybersecurity, customer data privacy, recurring product recalls, or actions by regulatory authorities concerning the safety or quality of its products and services. Consequently, no corrective actions were required or undertaken in relation to these matters. The Company continues to maintain appropriate controls, processes, and governance mechanisms to proactively manage such risks and ensure compliance with applicable regulatory requirements.

7. Provide the following information relating to data breaches:
a. Number of instances of data breaches -

The Company has not recorded any instances of data breaches during the reporting period.

b. Percentage of data breaches involving personally identifiable information of customers²³-



No breaches involving customers’ personally identifiable information have been identified or reported during the reporting period.

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

As no data breaches have occurred, this matter is not applicable to the Company at this time.

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

Information pertaining to the Company’s products and services is publicly accessible through its official website at <https://controlprint.com>. In addition, the Company disseminates updates and promotional content via its official social media channels, including:

	LinkedIn: https://www.linkedin.com/Company/control-print-ltd/
	Facebook: https://www.facebook.com/controlprintindia
	Instagram: https://www.instagram.com/control_print_ltd/
	X: https://x.com/controlprintin
	YouTube: https://youtube.com/@ControlPrintLimited

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

Yes, the Company adopts a proactive approach to ensuring that consumers are well-informed about the safe and responsible use of its products and services. Comprehensive usage instructions and safety guidelines are provided at the time of installation by trained personnel.

Subsequently, the Company continues to engage with consumers through structured follow-up initiatives, including educational videos, email communications, and live product demonstrations. These efforts are aimed at enhancing consumer awareness, preventing misuse, and ensuring the safe and effective use of the Company’s products and services.

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

While the Company does not provide essential services as defined under applicable laws, it has established mechanisms to ensure timely and effective communication with consumers regarding any potential service disruptions or discontinuations. These include regular outreach through email and telephonic communication by the Sales and Service teams. Additionally, all material updates are published on the Company’s official website to ensure transparency and ease of access.

²³The above calculations are in accordance with Part B, Attribute 8 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

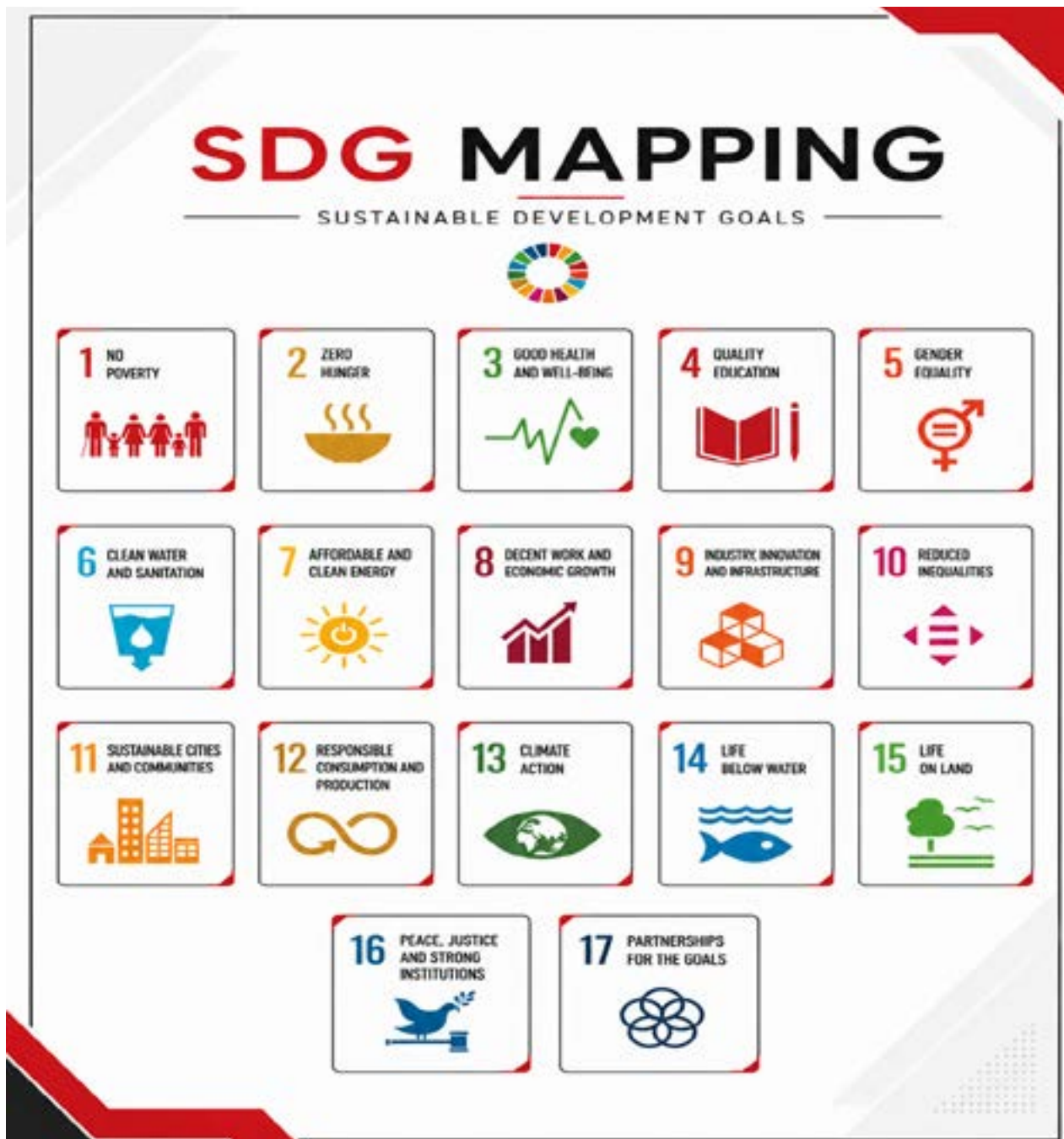
“Annexure - C” to the Board’s Report (Contd.)

The Company also adheres to all statutory requirements related to the disclosure of information concerning service continuity. These measures are implemented to maintain consumer awareness and uphold confidence in the Company’s products and services.

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

The Company provides detailed product information on its packaging to ensure that end consumers are well-informed about the nature and characteristics of its products. In addition, through its internal sales and client engagement teams, the Company conducts periodic customer satisfaction surveys across key operational regions.

These surveys are designed to assess customer experience with the Company’s core products and services, and the insights generated are leveraged to drive continuous improvements in product quality and service delivery.



“Annexure - C” to the Board’s Report (Contd.)

World Environment Day Celebration

The Company commemorated World Environment Day at its new project site, reaffirming its commitment to environmental stewardship and sustainable development. The event included awareness activities and on-ground engagement initiatives aimed at promoting environmental responsibility among employees and stakeholders. By integrating sustainability principles at the early stages of project development, the Company continues to strengthen its approach towards eco-conscious operations and long-term value creation.

National Safety Week Celebration

The Company celebrated National Safety Week at its plant to reinforce a strong culture of health and safety across operations. The initiative included awareness sessions, safety drills, and employee engagement activities aimed at enhancing knowledge of workplace safety practices and risk prevention. Through this program, the Company reiterates its commitment to ensuring a safe and secure working environment while promoting proactive safety behavior among employees and workers.

Celebration of Assamese New Year (Rongali Bihu)

The Company celebrated the Assamese New Year, Rongali Bihu, at its plant, promoting cultural diversity and fostering an inclusive workplace environment. The celebration brought together employees to recognize and appreciate regional traditions, strengthening interpersonal connections and enhancing employee engagement. Such initiatives reflect the Company’s commitment to building a culturally respectful and harmonious work culture.

Employee Engagement Activity – Cricket Match

The Company organized friendly cricket matches at Palasbari High School, Guwahati, and its Head Office to promote employee engagement, teamwork, and physical well-being. The initiative provided employees with an opportunity to unwind, strengthen interpersonal relationships, and foster a collaborative work culture beyond formal workplace interactions.

Employee Engagement Activity – Team Get-Together

The Company organized an informal get-together with the Guwahati (GHY) team and visiting branch colleagues outside the resort, fostering stronger interpersonal connections and team cohesion. The initiative provided a relaxed setting for employees to interact, collaborate, and build meaningful relationships, contributing to a positive and inclusive workplace culture.

Health & Well-being Initiative – Free Health Check-up Camp

The Company conducted a free health check-up camp for all staff at its plant, reinforcing its commitment to employee health and well-being. The initiative enabled early detection of potential health concerns, encouraged preventive healthcare practices, and promoted overall physical wellness among employees, contributing to a safer and more productive workplace.

Beach Cleaning Drive & Volunteer Safety Support

As part of its Corporate Social Responsibility (CSR) efforts, the Company, along with its brand The Mask Lab, collaborated with Kokan Kala Va Shikshan Vikas Sanstha, Mumbai to support a beach cleaning drive at Dadar Beach on 7th September, 2025. The Company contributed N95 face masks (TML-02-V) to ensure the health, safety, and protection of volunteers participating in the initiative.

This effort reflects the Company’s commitment to environmental conservation, community engagement, and public health, reinforcing its belief in contributing beyond business to create a cleaner and healthier future.

Staff Birthday Celebrations

The Company celebrated staff birthdays, fostering a culture of appreciation, inclusivity, and employee engagement. These celebrations provided an opportunity to recognize individuals, strengthen interpersonal relationships, and create a positive and motivating workplace environment.

“Annexure - C” to the Board’s Report (Contd.)

Education, Healthcare & Mask Distribution

The Company undertook a community outreach initiative focused on education, healthcare, and the distribution of protective masks. This initiative aimed to support underprivileged communities by enhancing access to basic educational resources, promoting health awareness, and ensuring preventive safety measures. It reflects the Company’s commitment to social responsibility and community well-being.

Holi Celebration

The Company celebrated the festival of Holi, fostering a vibrant and inclusive workplace culture. The celebration encouraged employees to come together, strengthen interpersonal bonds, and embrace cultural diversity, contributing to a positive and engaging work environment.

Independence Day Celebration

The Company celebrated Independence Day, commemorating the nation’s heritage and fostering a sense of unity and pride among employees. The celebration encouraged collective participation, reinforced shared values, and promoted a culture of respect, responsibility, and national spirit within the workplace.

International Women’s Day

The Company celebrated International Women’s Day, recognizing the contributions, achievements, and empowerment of women in the workplace. The initiative aimed to promote gender equality, inclusivity, and awareness while fostering a supportive and respectful work environment.

Diwali Celebration

The Company celebrated the festival of Diwali, fostering a spirit of togetherness, positivity, and cultural inclusivity within the workplace. The celebration provided employees with an opportunity to connect beyond work, strengthen relationships, and promote a harmonious and engaging organizational culture.