

27th June, 2026

To

The Manager - Listing,
BSE Limited,
Rotunda Building,
Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai - 400 001
Scrip Code: 543276

The Manager - Listing,
National Stock Exchange of India Limited
Exchange Plaza,
Bandra Kurla Complex,
Bandra (East),
Mumbai - 400 051
Stock Code: CRAFTSMAN

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report for the Financial Year 2025-26:

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed the Business Responsibility and Sustainability Report (BRSR) for the financial year ended 31st March, 2026, describing the initiatives taken by the Company from an environmental, social and governance perspective.

The Business Responsibility and Sustainability Report is also available on the website of the Company at www.craftsmanautomation.com.

Kindly take the same into your records.

Thanking you.

Yours faithfully,
for CRAFTSMAN AUTOMATION LIMITED

Shainshad Aduvanni
Company Secretary and Compliance Officer

Encl: As above

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

| Sl. No. | Particulars | Details |
|---------|--|--|
| 1. | Corporate Identity Number (CIN) of the Listed Entity | L28991TZ1986PLC001816 |
| 2. | Name of the Listed Entity | Craftsman Automation Limited (The Company) |
| 3. | Year of incorporation | 1986 |
| 4. | Registered office address | 123/4, Sangothipalayam Road, Arasur Post, Coimbatore - 641407, Tamil Nadu, India. |
| 5. | Corporate address | Krishna Towers, 4 th & 5 th Floor, 1087, Avinashi Road, Coimbatore - 641 037, Tamil Nadu, India |
| 6. | E-mail | investor@craftsmanautomation.com |
| 7. | Telephone | 0422-7165000 |
| 8. | Website | http://www.craftsmanautomation.com/ |
| 9. | Financial year for which reporting is being done | 2025-26 |
| 10. | Name of the Stock Exchange(s) where shares are listed | BSE Limited (BSE) and National Stock Exchange of India Limited (NSE) |
| 11. | Paid-up Capital | ₹11,92,77,915 |
| 12. | Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report | Mr. Shainshad Aduvanni, Company Secretary and Compliance Officer Telephone: 0422 7165000 Email: investor@craftsmanautomation.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). | Standalone Basis |
| 14. | Name of assurance or assessment provider | TUV India Private Limited |
| 15. | Type of assurance or assessment obtained | Reasonable Assurance |

II. Products/services

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

| Sl. No. | Description of the main activity | Description of business activity | % of the turnover of the entity |
|---------|----------------------------------|---|---------------------------------|
| 1. | Powertrain | Manufacturing engineering parts such as cylinder block and cylinder head, camshafts transmission parts, gear box housing, turbo chargers and bearing caps. | 38% |
| 2. | Aluminium Products | Key products in Aluminium Products segment include highly engineered crank case and cylinder blocks for two wheelers, engine and structural parts for passenger vehicles, gear box housing for heavy commercial vehicle and Aluminium - Casting for power transmission. | 37% |

| Sl. No. | Description of the main activity | Description of business activity | % of the turnover of the entity |
|---------|----------------------------------|--|---------------------------------|
| 3. | Industrial & Engineering | Industrial & Engineering vertical is essentially a non-automotive business vertical which caters to diverse user sectors. The Company has divided it into two sub segments: Storage Solutions: Key products in storage solutions subsegment include stationary racking for warehouses, V-store, roll form products and Automated Storage and Retrieval Systems ("ASRS"). Our products in this subsegment cater to warehousing and industrial sectors High-end sub assembly, contract manufacturing and Others: SPM, Material handling, Gear and Gear boxes, Tool room, mold base & sheet metal | 23% |
| 4. | Others | Segments that are not significant are categorized as others | 2% |

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

| Sl. No. | Product/Service | NIC Code | % of Total Turnover contributed |
|---------|--|----------|---------------------------------|
| 1. | Metal and Metal Products | 2930 | 15.11% |
| 2. | Electricals or electronic machinery, Railway or tramway locomotives, rolling stock, railway or tramway fixtures and fittings, mechanical (including electromechanical) traffic signaling equipment of all kind and other machinery and Mechanical Appliances | 2930 | 53.96% |
| 3. | Other Manufacturing activities including Machining Services | 2930 | 30.93% |

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 | 20 | 3 | 23 |
| International | 0 | 0 | 0 |

19. Markets served by the entity:

a. Number of locations

| Locations | Number |
|----------------------------------|-----------------------------------|
| National (No. of States) | 28 States and 8 Union Territories |
| International (No. of Countries) | 22 |

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

5.6%

c. A brief on types of customers

Craftsman Automation Limited caters to a diversified customer base across automotive and industrial segments, including commercial vehicles, passenger vehicles, tractors, and off-highway vehicles. It also serves end-user industries for Aluminium products such as two-wheelers, power transmission, and distribution. Additionally, its industrial and engineering segment supports sectors like automotive, railways, logistics, FMCG, and electronics through manufacturing and storage solutions.

1. Powertrain:

- Commercial Vehicles
- Special Utility Vehicles
- Tractors
- Off-highway Vehicles

2. End-user sectors for Aluminium Products:

- Two-Wheelers
- Passenger Vehicles
- Commercial Vehicles
- Power transmission & Distribution

3. Industrial & Engineering:

- High end sub-assembly, contract manufacturing & others: Automotive, Foundries, Railways, Textile & Printing Machines manufacturers, Engineering
- Storage Solutions: FMCG, E-commerce, Food & beverages, Logistics, Pharmaceuticals, Electronics etc.

IV. Employees

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

a. Employees and workers (including differently abled):

| Sl. No. | Particulars | Total (A) | Male | | Female | |
|------------------|--------------------------------|-----------|---------|-----------|---------|-----------|
| | | | No. (B) | % (B / A) | No. (C) | % (C / A) |
| EMPLOYEES | | | | | | |
| 1. | Permanent (D) | 1088 | 1051 | 96.60% | 37 | 3.40% |
| 2. | Other than Permanent (E) | 20 | 18 | 90% | 2 | 10% |
| 3. | Total employees (D + E) | 1108 | 1069 | 96.48% | 39 | 3.52% |
| WORKERS | | | | | | |
| 4. | Permanent (F) | 1952 | 1952 | 100% | 0 | 0% |
| 5. | Other than Permanent (G) | 163 | 163 | 100% | 0 | 0% |
| 6. | Total workers (F + G) | 2115 | 2115 | 100% | 0 | 0% |

b. Differently abled Employees and workers:

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

21. Participation/Inclusion/Representation of women

| Particulars | Total (A) | No. and percentage of Females | |
|--------------------------|-----------|-------------------------------|-----------|
| | | No. (B) | % (B / A) |
| Board of Directors | 6 | 2 | 33.33% |
| Key Management Personnel | 5 | - | - |

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

| Particulars | FY 2025-26 | | | FY 2024-25 | | | FY 2023-24 | | |
|----------------------------|------------|--------|--------|------------|--------|-------|------------|--------|--------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Permanent Employees | 11.82% | 18.42% | 12.06% | 8.61% | 10.00% | 8.67% | 14.16% | 22.64% | 18.40% |
| Permanent Workers | 8.42% | - | 8.42% | 9.00% | - | 9.00% | 6.47% | - | 6.47% |

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

23.(a) Names of holding / subsidiary / associate companies / joint ventures

| Sl. 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 in column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No) |
|---------|---|--|-----------------------------------|--|
| 1 | Craftsman Europe B.V. The Netherlands | Wholly Owned Subsidiary | 100% | No |
| 2 | Carl Stahl Craftsman Enterprises Private Limited | Associate Company (Joint Venture) | 30% | No |
| 3 | DR Axion India Limited | Wholly Owned Subsidiary | 100% | No |
| 4 | Sunbeam Lightweighting Solutions Limited | Wholly Owned Subsidiary | 100% | No |
| 5 | Craftsman Germany GmbH | Wholly Owned Subsidiary | 100% | No |
| 6 | Craftsman Fronberg Guss GmbH | Step down Subsidiary | - | No |
| 7 | Craftsman Fronberg Guss Immobilien GmbH | Step down Subsidiary | - | No |
| 8 | Suprash Developers Private Limited | Step down Subsidiary | - | No |
| 9 | Srikara Technologies Private Limited | Step down Subsidiary | - | No |

VI. CSR Details

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

(ii) **Turnover (in ₹ Lakhs):** ₹4,81,808 Lakhs

(iii) **Net worth (in ₹ Lakhs):** ₹2,95,608 Lakhs

VII. Transparency and Disclosures Compliances

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

| Stakeholder group from whom complaint is received | Grievance Redressal Mechanism in Place (If yes, then provide web link for grievance redress policy) | FY 2025-26 | | | FY 2024-25 | | |
|---|--|--|--|------------------------|--|--|--|
| | | Number of complaints filed during the year | Number of complaints pending resolution at the close of the year | Remarks | Number of complaints filed during the year | Number of complaints pending resolution at the close of the year | Remarks |
| Communities | The Whistle Blower Policy has been established to provide a formal mechanism for all stakeholders, including community members, to report grievances directly to the Chairperson of the Audit Committee, as outlined in the policy. The full Whistle Blower Policy can be accessed at: https://www.craftsmanautomation.com/investors/wp-content/uploads/2024/04/2.-CAL-WhistleBlowerPolicy-1.pdf | 0 | 0 | No complaints received | 0 | 0 | No complaints received |
| Investors (other than shareholders) | Yes. The dispute resolution mechanism is available at: https://www.craftsmanautomation.com/investors/investor-contacts/ | 0 | 0 | No complaints received | 0 | 0 | No complaints received |
| Shareholders | Yes. The Shareholder can register their grievances at https://scores.sebi.gov.in/ | 0 | 0 | No complaints received | 3 | 0 | All complaints were resolved at the end of the FY 25 |
| Employees and workers | The Whistle Blower Policy has been designed to provide a clear mechanism for Directors, employees, and other stakeholders of the Company to report their concerns directly to the Chairperson of the Audit Committee, as detailed in the policy. The full policy can be accessed at: https://www.craftsmanautomation.com/investors/wp-content/uploads/2024/04/2.-CALWhistleBlowerPolicy-1.pdf . Additionally, the Company has implemented a separate grievance handling procedure specifically for addressing the concerns of its employees and workers | 0 | 0 | No complaints received | 0 | 0 | No complaints received |
| Customers | The Whistle Blower Policy has been established to provide Directors, employees, and other stakeholders with a formal mechanism to report grievances directly to the Chairperson of the Audit Committee, as outlined in the policy. The complete policy is available at: https://www.craftsmanautomation.com/investors/wp-content/uploads/2024/04/2.-CAL-WhistleBlowerPolicy-1.pdf . | 0 | 0 | No complaints received | 0 | 0 | No complaints received |
| Value Chain Partners | Additionally, customers can submit complaints and provide feedback on products through the Company's website. | 0 | 0 | No complaints received | 0 | 0 | No complaints received |

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

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

| Sl. No. | Material issue identified | Indicate whether risk or opportunity | 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 & Emissions | Opportunity | Energy consumption and greenhouse gas (GHG) emissions are significant cost and environmental factors in manufacturing operations. Reducing energy use and emissions not only enhances cost efficiency but also boosts brand reputation with customers and stakeholders. Additionally, it ensures compliance with national and international regulations. | <ul style="list-style-type: none"> Conduct comprehensive energy audits across all facilities to identify and address operational inefficiencies. Implement energy-efficient technologies, including LED lighting, variable frequency drives (VFDs), high-efficiency motors, and advanced energy management systems. Increase the share of renewable energy by installing solar panels and procuring renewable power for all locations through mechanisms such as open access, IEX/PXIL, and green tariffs. Establish emissions monitoring and reporting systems in alignment with the GHG Protocol to ensure accurate tracking and transparent disclosure of greenhouse gas emissions. | <p>Positive: Lower operational costs, eligibility for carbon credits or incentives, and a stronger appeal to sustainability-focused customers all drive profitability and enhance brand value.</p> |
| 2 | Waste Management | Opportunity | Improper management of waste generated from manufacturing processes can lead to serious environmental liabilities, regulatory penalties, and community opposition. In contrast, effective waste management improves resource efficiency, minimizes environmental impacts, and ensures compliance with the Hazardous and Other Wastes (Management & Transboundary Movement) Rules, 2016. | <ul style="list-style-type: none"> Optimize manufacturing processes to minimize waste generation at the source. Promote recycling and reuse initiatives within facilities to maximize resource recovery. Establish partnerships with authorized waste handlers and recyclers to ensure responsible disposal. Regularly monitor and report waste generation and disposal metrics and continuously improve waste minimization strategies. | <p>Positive: Cost savings can be achieved through reduced raw material usage, lower waste disposal expenses, and the mitigation of potential regulatory fines.</p> |

| Sl. No. | Material issue identified | Indicate whether risk or opportunity | 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) |
|---------|---------------------------|--------------------------------------|--|--|--|
| 3 | Climate Change | Risk and Opportunity | <p>Risk</p> <ul style="list-style-type: none"> • Extreme weather events driven by climate change—such as floods, hurricanes, and heatwaves—pose significant physical risks to manufacturing infrastructure, disrupt supply chains, and threaten employee safety. <p>Opportunity</p> <ul style="list-style-type: none"> • Transitioning to a low-carbon economy creates opportunities for innovation in sustainable products and operations. • Adopting and deploying cleaner technologies conserves energy and resources, reduces operational costs, and enables the production of sustainable steel products. • Access to green finance and sustainability-focused funds supports investment in environmentally responsible initiatives and accelerates growth. | <ul style="list-style-type: none"> • Develop and regularly update climate resilience plans for critical manufacturing sites, with clear risk triggers, response roles, and recovery timelines. • Promote a circular economy by increasing the use of recycled scrap and internal byproducts to reduce carbon emissions and reliance on virgin raw materials. • Strengthen GHG emissions monitoring and proactively identify opportunities to reduce emissions intensity across processes and utilities. • Diversify and localize supply chains where feasible to reduce exposure to climate-related disruptions and single-point failures. • Invest in low-carbon technologies and sustainable product innovations to improve long-term competitiveness in a decarbonizing market. • Systematically identify, assess, and mitigate climate vulnerabilities across operations, infrastructure, and supply chains to reduce physical risk and improve business continuity. | <p>Positive</p> <p>Rising demand for sustainable products can significantly increase a company’s market share and drive revenue growth.</p> <p>Negative:</p> <ul style="list-style-type: none"> • Potential asset damage, business interruptions, and escalating costs can arise from climate-related events and operational risks. • Noncompliance with stringent emission standards may result in fines and penalties, leading to reputational damage and loss of stakeholder trust. |

| Sl. No. | Material issue identified | Indicate whether risk or opportunity | 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 | Product Safety and Quality | Risk | Product defects can result in costly recalls, erosion of brand equity, customer loss, and regulatory penalties. Upholding rigorous product safety and quality standards is essential to maintain customer trust and ensure sustained market competitiveness. | <ul style="list-style-type: none"> Fortify in-house quality assurance and control systems across all facilities. Conduct frequent product testing and secure independent third-party certifications. Integrate rigorous product risk assessments at both design and production stages. | <p>Negative: Costs arising from product failures include recall expenses, reputational remediation, and legal settlements.</p> |
| 5 | Product Design & Lifecycle Management | Opportunity | Integrating sustainability into product design minimizes environmental footprint, unlocks new market opportunities, and strengthens customer loyalty. Evolving regulations and rising consumer expectations increasingly favor products with enhanced recyclability, reduced emissions, and efficient end-of-life management. | <ul style="list-style-type: none"> Embed Design for Environment (DfE) principles across R&D and product development. Run lifecycle assessments (LCA) to pinpoint hotspots and prioritize improvements. Establish take-back and recycling pathways to manage products at end of life. Innovate with low-impact materials and modular, repairable designs to extend product life and simplify recovery. | <p>Positive: Lower material costs expanded access to green markets, and stronger brand differentiation.</p> |

| Sl. No. | Material issue identified | Indicate whether risk or opportunity | 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) |
|---------|--|--------------------------------------|--|--|--|
| 6 | Corporate Governance & Risk Management | Risk | Weak governance structures and insufficient risk management expose the company to compliance breaches, financial misstatements, and erosion of investor confidence. Robust governance is essential for sustaining long-term resilience and safeguarding stakeholder trust. | <ul style="list-style-type: none"> • Maintain an independent and diverse Board to ensure balanced oversight and varied perspectives. • Implement robust internal controls and a comprehensive risk management framework to safeguard against operational, financial, and compliance risks. • Regularly review and update corporate policies—including anti-bribery, anti-fraud, and whistleblower protocols—to align with evolving regulations and best practices. • Conduct annual ESG risk assessments and thorough due diligence to proactively identify and address environmental, social, and governance risks. • Embed a robust enterprise risk management (ERM) framework that fully integrates ESG considerations into strategic decision-making and operational processes. | <p>Negative: Potential losses include regulatory fines, reputational damage, heightened regulatory scrutiny, and increased cost of capital.</p> |

| Sl. No. | Material issue identified | Indicate whether risk or opportunity | 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) |
|---------|--------------------------------|--------------------------------------|---|--|--|
| 7 | Occupational Health and Safety | Risk | Health and safety incidents in manufacturing, including accidents, hazardous material exposure, and ergonomic issues, can result in injuries, operational disruptions, and regulatory sanctions. Manufacturing environments also involve risks from heavy machinery, high temperatures, chemical hazards, and various physical dangers. Robust safety protocols and compliance with local regulations are essential to mitigate these risks and ensure workforce wellbeing. | <ul style="list-style-type: none"> • Foster a strong safety culture through active leadership engagement and visible commitment. • Systematically mitigate health and safety risks identified via comprehensive risk assessments and hazard identification across all operations and business units. • Conduct regular safety audits, incident investigations, targeted training courses, and ongoing risk assessments to ensure continuous improvement. • Ensure consistent provision of personal protective equipment (PPE), safety training, and robust emergency response plans at all sites. • Pursue ISO 45001 certification for Occupational Health and Safety Management Systems across all facilities to demonstrate best-in-class safety standards and regulatory compliance. | <p>Negative: Potential losses include regulatory fines, operational downtime, compensation claims, and erosion of reputation and brand value.</p> |

| Sl. No. | Material issue identified | Indicate whether risk or opportunity | 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) |
|---------|---------------------------|--------------------------------------|--|---|---|
| 8 | Water and Wastewater | Opportunity | Manufacturing processes are inherently water-intensive. Efficient water utilization ensures regulatory compliance and operational continuity, especially in water-stressed regions. Improving water efficiency also conserves energy and significantly reduces water withdrawal and procurement costs. | <ul style="list-style-type: none"> • Deploy water-saving technologies such as low-flow fixtures and closed-loop cooling systems to minimize consumption. • Implement rainwater harvesting and groundwater recharge initiatives at all sites to enhance water availability and resilience. • Upgrade wastewater treatment systems to achieve Zero Liquid Discharge (ZLD) standards, ensuring no untreated effluent is released. • Reuse treated wastewater for landscaping, flushing, and industrial processes to maximize resource efficiency. • Conduct regular water audits and assessments to pinpoint conservation opportunities and promptly address leaks or inefficiencies. | <p>Positive: Reduced water sourcing costs, mitigated environmental risks, and assured compliance with increasingly stringent State Pollution Control Board (SPCB) water discharge regulations.</p> |

| Sl. No. | Material issue identified | Indicate whether risk or opportunity | 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) |
|---------|--|--------------------------------------|---|--|---|
| 9 | Employee Wellbeing & Talent Attraction | Opportunity | <ul style="list-style-type: none"> • A motivated, healthy, and engaged workforce is a cornerstone of productivity, innovation, and a strong corporate culture. In India’s competitive manufacturing sector, attracting and retaining top talent is essential for sustained success. • Ongoing skill upgradation and strategic talent management empower companies to foster innovation, boost productivity, and achieve long-term, sustainable growth. • Securing and retaining employees with the right skills, knowledge, and experience directly enhances organizational performance and drives business success. | <ul style="list-style-type: none"> • Provide competitive compensation, comprehensive wellness initiatives, and robust mental health programs to attract and retain top talent. • Invest in leadership development, continuous upskilling, and structured career advancement to empower employees and drive organizational growth. • Cultivate an equal, inclusive, and positive work environment that values diversity and fosters engagement. • Benchmark HR practices against industry standards and best practices to ensure excellence and adaptability. • Enhance operational skills in manufacturing processes, equipment operation, safety protocols, and quality standards through frequent, targeted training. | <p>Positive: Higher employee retention, reduced hiring costs, and enhanced innovation outcomes collectively drive greater efficiency, productivity, and overall company performance.</p> |

| Sl. No. | Material issue identified | Indicate whether risk or opportunity | 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) |
|---------|-----------------------------------|--------------------------------------|--|---|--|
| 10 | Human Rights and Labour Practices | Risk | <ul style="list-style-type: none"> • Failure to uphold human rights—such as fair wages, non-discrimination, and prohibition of child labour—exposes operations to reputational damage, legal action, business loss, and supply chain disruptions. • Clients increasingly demand assurance of ethical labour practices, making robust compliance essential for maintaining market access and stakeholder trust. | <ul style="list-style-type: none"> • Adopt a comprehensive Human Rights Policy aligned with the United Nations Guiding Principles on Business and Human Rights (UNGPs). • Conduct third-party labour audits, human rights due diligence assessments, and implement robust grievance redressal mechanisms. • Promote worker welfare initiatives and ensure strict adherence to International Labour Organization (ILO) standards. • Deliver regular training programs on human rights principles, policies, and guidelines to build awareness and capacity across the organization. • Establish effective grievance redressal systems, ensure prompt investigation, and take appropriate remedial actions to address human rights violations. | <p>Negative:</p> <ul style="list-style-type: none"> • Noncompliance with human rights laws, policies, and guidelines can result in loss of customers, regulatory sanctions, and severe reputational damage. • Such violations may also trigger operational disruptions due to protests and negatively impact the company's financial performance. |
| 11 | Sustainable Sourcing | Opportunity | <ul style="list-style-type: none"> • Sustainable procurement mitigates risks associated with supply chain disruptions, material price volatility, and reputational damage. It also fosters stronger partnerships with socially and environmentally responsible suppliers, enhancing trust and resilience. • Adopting sustainable supply chain practices promotes a circular economy, conserves resources, and reduces production costs by maximizing material efficiency and minimizing waste. | <ul style="list-style-type: none"> • Develop and enforce a Supplier Code of Conduct anchored in ESG requirements and roll out supplier ESG assessments with targeted capacity-building to close identified gaps. • Prefer local, certified, and low-carbon suppliers, while tracking ESG KPIs through periodic reviews and prioritizing sourcing from vendors with consistently stronger ESG performance. | <p>Positive:</p> <ul style="list-style-type: none"> • Enhanced supply chain resilience, reduced material costs, and elevated brand value. • Building supply chain resilience mitigates risks such as disruptions, price volatility, and supplier failures. |

| Sl. No. | Material issue identified | Indicate whether risk or opportunity | 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) |
|---------|-------------------------------------|--------------------------------------|---|---|--|
| 12 | Ethics, Transparency and Compliance | Risk and Opportunity | <p>Risk</p> <ul style="list-style-type: none"> A lapse in ethical standards or compliance obligations can lead to substantial financial losses and severe reputational damage. Transparency is essential for building stakeholder trust and ensuring sustained, long-term success. <p>Opportunity</p> <p>Upholding transparency and integrity through strong governance practices is essential for achieving sustainable, long-term success and growth.</p> | <ul style="list-style-type: none"> Enforce a robust Code of Ethics, Anti-Corruption Policy, and Conflict of Interest policy across all operations. Conduct regular ethics and compliance training for employees and partners to reinforce standards and expectations. Maintain transparent public disclosures fully aligned with legal requirements and ESG reporting standards. | <p>Positive:</p> <p>Transparency in business operations is fundamental to achieving sustained success and building a strong reputation.</p> <p>Negative:</p> <p>Regulatory penalties, reputational loss, and diminished business or financing opportunities.</p> |

**SECTION B:
MANAGEMENT AND PROCESS DISCLOSURES**

| Disclosure Questions | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|--|---|-----|-----|-----|-----|-----|-----|-----|-----|
| Policy and management processes | | | | | | | | | |
| 1. a. Whether your entity's 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://www.craftsmanautomation.com/investors/policies/ | | | | | | | | |
| 2. Whether the entity has translated the policy into procedures. (Yes / No) | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| 3. Do the enlisted policies extend to your value chain partners? (Yes/No) | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| 4. Name of the national and international codes/ certifications/labels/ standards adopted by your entity and mapped to each principle. | <ul style="list-style-type: none"> ISO 9001: 2015 IATF 16949: 2016 ISO 14001: 2015 ISO 45001:2018 ISO 27001:2022 NABL AEO Certificate Export House Certificate CE Certification EN 15085 – 2 EN ISO 3834 – 2 IS 16192 IS 210:2009 (Grey Cast Iron) | | | | | | | | |

Policy and management processes (contd.)

| | | | | | | | | | |
|--|--|--|--|---|--|---|--|--|--|
| 5. Specific commitments, goals and targets set by the entity with defined timelines, if any. | The Company strives to ensure zero case of fines/ penalties/ punishment from any regulatory/ enforcing agency in the reporting year. | Conduct 100% ESG assessment/ due diligence on critical Tier 1 suppliers by FY 30. | Achieve zero fatalities and zero incidents in the reporting year. | Ensure 100% adherence to concerns raised by stakeholders in the reporting year. | Maintain zero complaints related to human rights related issues in the reporting year. | Achieve 40% of total energy from renewable sources by FY 30. | Strengthen responsible public policy engagement by actively participating in industry associations and chambers, ensuring all advocacy efforts align with ethical standards, business sustainability, and public interest. | Achieve 20% of total procurement from MSMEs by FY 28. | Ensure zero data privacy breach of customer information in the reporting year. |
| 6. Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same are not met. | The Company has paid no fines/ penalties/ punishment from the regulator / enforcing agency in the reporting year as per the materiality threshold in line with SEBI (LODR) Regulations, 2015 | The Company has initiated ESG assessments process for our Tier 1 suppliers, with the assessment framework currently under development. | The Company continues to strengthen our safety culture through awareness programs, safety audits, and risk assessments. No fatalities were reported during the reporting period. | There were no major concerns raised by our Stakeholders in FY 26. | The Company had zero Complaints on human right related issues | The Company has achieved ~46% of total energy from renewable sources by FY 26 | The Company actively engages with various industry associations and chambers, with ongoing efforts to advocate for policy matters aligned with industrial growth and public interest. | The Company is planning targeted procurement strategies to enhance sourcing from MSMEs, with implementation has begun in the current financial year. | The Company has zero data privacy breach of consumers in the reporting period. |

Governance, leadership, and oversight

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

The Company continues to firmly believe that longterm business success is fundamentally linked with social responsibility, environmental stewardship and strong governance. As we progress through, the global environment remains dynamic, with evolving macroeconomic conditions, geopolitical uncertainties and supply chain challenges. Despite these factors, the Organisation remains resilient and steadfast in its commitment towards its ESG vision.

As a responsible corporate citizen, the Company remains committed to investing in sustainable growth through focused initiatives in education, youth empowerment and community development. At the same time, the Organisation continues to strengthen its competitive position by adapting to market dynamics through innovation, deployment of advanced technologies and the continued dedication of its people.

The Board of Directors continues to provide active oversight of ESG-related risks and opportunities through its Committees, ensuring that ESG considerations are embedded in the Company's strategy, performance monitoring and compliance framework. The Company maintains a robust ESG governance structure aimed at ensuring accountability and alignment with long-term objectives. It continues to build on recognitions such as the EcoVadis 'Bronze' badge and pursues relevant certifications including ISO 45001 and ISO 27001, reflecting its sustained focus on occupational health & safety and information security.

Environmental sustainability remains a key priority. The Company continues to advance initiatives such as rooftop solar installations, transition to cleaner fuels, adoption of electric material-handling equipment and plantation drives, with the objective of reducing its carbon footprint and supporting biodiversity. On the social front, the Organisation is further strengthening its focus on diversity and inclusion, enhancing participation of under-represented groups including women in the workforce, and expanding its CSR initiatives in healthcare, education and rural development.

The Company remains committed to its medium-term ESG targets, including achieving 100% ESG due diligence of critical suppliers by FY 2029–30, increasing procurement from MSMEs in line with its stated goals, and maintaining zero fatalities across operations. In addition, the continued engagement of third party assurance providers for validation of GHG emissions is expected to further strengthen the credibility and transparency of sustainability disclosures.

Going forward, the Company will continue to focus on driving measurable progress across ESG parameters, fostering inclusive growth, and creating long-term sustainable value for all stakeholders.

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

9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability-related issues? If yes, provide details Yes

The Company has established strong governance mechanisms to oversee sustainability-related matters. The Board of Directors lead the Company's sustainability vision and regularly review key environmental, social, and governance (ESG) risks and opportunities as part of its strategic oversight. The Risk Management Committee, operating under the Board's guidance, actively monitors emerging risks and incorporates them into the Company's enterprise risk management framework. Additionally, the CSR Committee is responsible for planning, monitoring, and evaluating the Company's corporate social responsibility initiatives. This committee meets regularly to assess the progress of various CSR programs and ensure they align with the Company's commitment to inclusive and sustainable development.

Collectively, the Board and its Committees ensure that sustainability considerations are integrated into the Company's operations, decision-making processes, and long-term value creation strategies.

10. Details of Review of NGRBCs by the Company:

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

| 11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No) If yes, provide name of the agency. | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|----|----|----|----|----|----|----|----|----|
| | No | No | No | No | No | No | No | No | No |

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

| Disclosure Questions | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|---|----|----|----|----|----|----|----|----|
| The entity does not consider the Principles material to its business (Yes/No) | | | | | | | | | |
| The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No) | | | | | | | | | |
| The entity does not have the financial or/human and technical resources available for the task (Yes/No) | Not Applicable as the answer to Q.1 is “Yes”. | | | | | | | | |
| It is planned to be done in the next financial year (Yes/No) | | | | | | | | | |
| Any other reason (please specify) | | | | | | | | | |

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

PRINCIPLE 1

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 | % of persons in respective category covered by the awareness programmes |
|--|--|--|---|
| Board of Directors | 4 | Familiarisation Programme for the Board of Directors of the Company are being organised on a regular basis about the business segments, operations of the Company, regulatory requirements and other matters which cover the principles of BRSR. The details of the Familiarisation Programme can be accessed through the weblink: https://www.craftsmanautomation.com/investors/wp-content/uploads/2026/04/Details-of-Familiarisation-Programme_2025-26-1.pdf | 100% |
| Key Managerial Personnel | 2 | On Business operations, risk mitigation plans and other matters which cover the principles of BRSR | 100% |
| Employees other than BoD and KMPs & Workers | 61 | Safety and Health <ul style="list-style-type: none"> • Fire Safety Training • Emergency Response Training • Evacuation Mock Drill • First Aid Training • PPE Usage Training • Workplace Safety Awareness Training • Behaviour Based Safety (BBS) Training • Near Miss Reporting Training • Machine Safety Training • LOTO (Lock Out Tag Out) Training • Electrical Safety Training • Work at Height Safety Training • ISO 45001:2018 Awareness Training • ISO 45001:2018 Internal Auditor Training • Forklift Operation Training • Road Safety Awareness Training | |

| Segment | Total number of training and awareness programmes held | Topics / principles covered under the training and its impact | % of persons in respective category covered by the awareness programmes |
|---------|--|--|---|
| | | <p>Environment</p> <ul style="list-style-type: none"> • ISO 14001:2015 EMS Awareness Training • Hazardous Waste Handling Training • Hazardous Waste Storage & Disposal Training • Waste Segregation through 3 Bin System Training • Chemical Safety Training • MSDS / SDS Awareness Training • Chemical Leakage Mock Drill • Oil Leakage & Spillage Mock Drill • Energy Saving Awareness Training • Environmental Awareness Training • ETP Breakdown Mock Drill • STP Breakdown Mock Drill <p>Quality, Process and Compliance</p> <ul style="list-style-type: none"> • ISO 9001:2015 Awareness Training • IATF 16949:2016 Awareness Training • APQP Training • PFMEA Training • FMEA Training • SPC Training • MSA Training • 7 QC Tools Training • TPM Training • Kaizen Training • Lean Manufacturing Training • VDA 6.3 Auditor Training • Legal Compliance Training • Integrated Management System (IMS) Awareness Training <p>Machine, Equipment and Technical Skills</p> <ul style="list-style-type: none"> • CNC Maintenance Training • CNC Troubleshooting Training • ABB Robot Maintenance Training • ABB Robot Programming Training • Hydraulic Circuits Design Training • Hydraulic Testing & Troubleshooting Training • Gauge Calibration Training • Instrument Calibration Training • Crane Operation Training • Hoist Operation Training • Material Handling Equipment Operation Training <p>Soft Skills and Human Capital Development</p> <ul style="list-style-type: none"> • Leadership Development Programme • “Winning to Lead” Programme • Time Management Training • Employee Motivational Training • Behavioural Training • Communication Skills Training • Team Building Programme • Collaboration Skills Training | 100% |

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

Nil. There are no fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings by the Company during the financial year which are material as specified in Regulation 30 of the SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015.

| Monetary | | | | | |
|-------------------------|-----------------|---|-----------------|-------------------|--|
| Particulars | NGRBC Principle | Name of the regulatory/ enforcement agencies/judicial institutions | Amount (In INR) | Brief of the Case | Has an appeal been preferred? (Yes/No) |
| Penalty/ Fine | | | - | | |
| Settlement | | | - | | |
| Compounding fee | | | - | | |
| Non-Monetary | | | | | |
| Particulars | NGRBC Principle | Name of the regulatory/ enforcement agencies/ judicial institutions | | Brief of the Case | Has an appeal been preferred? (Yes/No) |
| Imprisonment Punishment | | | - | | |

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:**

Not applicable

| Case | Details | Name of the regulatory/ enforcement agencies/ judicial institutions |
|------|---------|---|
| | | - |

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 maintains a comprehensive Anti-Bribery Policy, underscoring its commitment to integrity, transparency, and accountability in all business dealings. This policy applies to all stakeholders, including employees, Directors, vendors, suppliers, consultants, and other business associates. Internal stakeholders are informed about the policy during onboarding through structured training and induction programs and are required to acknowledge and comply with its provisions. For external stakeholders, the policy is communicated when formal business relationships are established, and all third-party associations undergo due diligence to ensure adherence to the Company's zero tolerance stance on bribery and corruption. The policy is regularly reviewed and updated to remain aligned with legal requirements and industry's best practices, and any non-compliance is addressed strictly in accordance with disciplinary procedures and contractual obligations.

Weblink to the Policy: <https://www.craftsmanautomation.com/investors/wp-content/uploads/2025/06/Other-policies.pdf>

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

There is no such disciplinary action taken by any law enforcement agency against the Directors/KMPs/ employees/workers for bribery/ corruption.

| Particulars | FY 2025-26 | FY 2024-25 |
|-------------|------------|------------|
| Directors | NIL | NIL |
| KMPs | NIL | NIL |
| Employees | NIL | NIL |
| Workers | NIL | NIL |

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

No complaints were received in relation to issues of Conflict of Interest of the Directors/KMP.

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

7. Provide details of any corrective action taken or underway on issues related to fines/penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Not Applicable

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

| Particulars | FY 2025-26 | FY 2024-25 |
|-------------------------------------|------------|------------|
| Number of days of accounts payables | 103 | 102 |

9. Open-ness of business

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

| Parameter | Metrics | FY 2025-26 | FY 2024-25 |
|----------------------------|---|------------|------------|
| Concentration of Purchases | a. Purchases from trading houses as % of total purchases | 15.87% | 17.69% |
| | b. Number of trading houses where purchases are made from | 354 | 532 |
| | c. Purchases from Top 10 trading houses as % of total purchases from trading houses | 48.3% | 37.39% |
| Concentration of Sales | a. Sales to dealer/ distributors as % of total sales | 4.77% | 3.92% |
| | b. Number of dealers / distributors to whom sales are made | 65 | 22 |
| | c. Sales to top 10 dealer/ distributors as % of total sales to dealer/distributors | 81.08% | 97.53% |
| Share of RPTs in | a. Purchases (Purchases with related parties /Total Purchases) | 0.98% | 0.22% |
| | b. Sales (Sales to related parties / Total Sales) | 4.04% | 6.31% |
| | c. Loans & advances (Loans & advances given to related parties/ Total loans & advances) | 100% | 100% |
| | d. Investments (Investments in related parties/ Total Investments made) | 99.46% | 99.54% |

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 | Topics/principles covered under the training | % of value chain partners covered (by value of business done with such partners) under the awareness programmes |
|---|--|---|
| - | Awareness was provided to value chain partners primarily through circulation of the Supplier Manual and engagement during supplier onboarding and interactions | 100% |

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 adopted a comprehensive Code of Conduct for its Board of Directors and Senior Management, which clearly defines their roles, responsibilities and expected standards of ethical behavior. The Board and Senior Management are required to act within the authority vested in them and always in the best interests of the Company, its employees, shareholders and the wider community. The Code requires them to promote the business and objectives of the Company with integrity, exercise good faith and sound judgment, and refrain from any business, relationship or activity that could give rise to a conflict with the interests of the Company. Where a potential conflict of interest may arise, the individual concerned must make full and timely disclosure of all relevant facts and circumstances to the Board of Directors, and obtain prior approval of the Audit Committee and, where necessary, the Board before proceeding.

PRINCIPLE 2

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



Essential Indicators

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

| Particulars | Amount | Percentage | Details of improvements in environmental and social impacts |
|--------------------------|--|------------|---|
| R&D (in INR Crores) | The entity is in the process of strengthening tracking mechanisms for sustainability-linked R&D investments. | | |
| Capex (in INR Crores) | 51 | 1.06 | Capital investments are directed towards sustainability initiatives such as installation of energy-efficient machinery, renewable energy adoption (including solar installations where applicable), waste management and recycling systems, and pollution control equipment. The Company also invests in water conservation systems, safer and ergonomic workplace infrastructure, and process improvements to reduce emissions, supporting ESG commitments and enhancing employee health and safety. |

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

Yes, The Company has put in place a Sustainable Procurement Policy that embeds environmental and social considerations into procurement decisions. It sets out clear expectations for how the Company shall work with suppliers and other value chain partners on sustainability performance. The approach prioritizes vendors that demonstrate ethical conduct, compliance with environmental requirements, safe and healthy working conditions, and respect for Human Rights. The policy also strengthens governance of the procurement process by enhancing transparency, traceability, and accountability from supplier selection through to ongoing monitoring. At the same time, the Company actively encourages its suppliers to adopt greener practices and to continually raise their sustainability standards in line with our ESG ambitions. Through this integrated approach, the Company is working to build a supply chain that is not only efficient and resilient, but also responsible and ethically grounded.

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

50%

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

As a semi-finishing manufacturer, the Company does not produce end-consumer products, and therefore large-scale product take-back or reclamation at end of life is not directly applicable. For the limited equipment and components supplied to clients, the Company provides detailed Product and Service Manuals at the time of dispatch and commissioning. These manuals outline the product life cycle and set out recommended practices for safe handling, reuse, recycling, and environmentally sound disposal, wherever relevant.

| Type of waste | Mechanism |
|--------------------------------|-----------|
| Plastics (including packaging) | - |
| E-waste | - |
| Hazardous waste | - |
| Other waste | - |

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

Yes. The Company has undertaken the necessary actions and has set a waste collection plan in line with the EPR Plan.

Leadership Indicators

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

| 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. |
|----------|---|---------------------------------|---|---|---|
| 29301 | ADC12 alloy based HPDC Products - Flywheel Housing, Battery Casing, Crankcase, Cylinder Block, Pillion Handle, Battery House, Cover Parts, Rear Adopter, Cylinder Head, Crankcase Cover, Outer Casing, Gear Box | 12% | Cradle to Gate | Yes | Detailed reports are shared with customers/ suppliers upon request and are provided on a case-to-case basis |

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 |
|---|--|----------------|
| ADC12 alloy based HPDC Products - Flywheel Housing, Battery Casing, Crankcase, Cylinder Block, Pillion Handle, Battery House, Cover Parts, Rear Adopter, Cylinder Head, Crankcase Cover, Outer Casing, Gear Box | We had conducted ISO 14040 / 44 aligned Cradle to Gate LCA study of these products using Environmental Footprint V3.1 impact assessment method. No such significant risk/concern identified towards environment during the Cradle to Gate – Life Cycle Assessment study of the products. | 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 | |
|-------------------------|--|------------|
| | FY 2025-26 | FY 2024-25 |
| Aluminium ingots | 55% | 50% |

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

| Particulars | FY 2025-26 | | | FY 2024-25 | | |
|--------------------------------|------------|----------|-----------------|------------|----------|-----------------|
| | Re-Used | Recycled | Safely Disposed | Re-Used | Recycled | Safely Disposed |
| Plastics (including packaging) | - | - | - | - | - | - |
| E-waste | - | - | - | - | - | - |
| Hazardous waste | - | - | - | - | - | - |
| Other waste | - | - | - | - | - | - |

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

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

PRINCIPLE 3

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



Essential Indicators

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

| Category | 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 | 1051 | 0 | 0% | 1051 | 100% | - | - | 0 | 0% | 0 | 0% |
| Female | 37 | 0 | 0% | 37 | 100% | 0 | 0 | - | - | 0 | 0% |
| Total | 1088 | 0 | 0% | 1088 | 100% | 0 | 0 | 0 | 0% | 0 | 0% |
| Other than Permanent employees | | | | | | | | | | | |
| Male | 18 | 0 | 0% | 18 | 100% | - | - | 0 | 0% | 0 | 0% |
| Female | 2 | 0 | 0% | 2 | 100% | 0 | 0% | - | - | 0 | 0% |
| Total | 20 | 0 | 0% | 20 | 100% | 0 | 0% | 0 | 0% | 0 | 0% |

Note: Maternity and paternity benefits are reported as 'Nil' as no employees availed these benefits during the reporting period. Day care facilities are not applicable as the number of women employees does not meet the prescribed threshold.

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

| Category | 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 | 1952 | 0 | 0% | 1952 | 100% | - | - | 0 | 0% | 0 | 0% |
| Female | 0 | 0 | 0% | 0 | 0% | 0 | 0% | - | - | 0 | 0% |
| Total | 1952 | 0 | 0% | 1952 | 100% | 0 | 0% | 0 | 0% | 0 | 0% |
| Other than Permanent workers | | | | | | | | | | | |
| Male | 163 | 0 | 0% | 163 | 100% | 0 | 0% | 0 | 0% | 0 | 0% |
| Female | 0 | 0 | 0% | 0 | 0% | 0 | 0% | 0 | - | 0 | 0% |
| Total | 163 | 0 | 0% | 163 | 100% | 0 | 0% | 0 | 0% | 0 | 0% |

Note: Maternity and paternity benefits are reported as 'Nil' as no employees availed these benefits during the reporting period. Day care facilities are not applicable as the number of women employees does not meet the prescribed threshold.

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

| Particulars | FY 2025-26 | FY 2024-25 |
|--|------------|------------|
| Cost incurred on well- being measures as a % of total revenue of the company | 0.88% | 0.95% |

2. Details of retirement benefits.

| Benefits | FY 2025-26 | | | FY 2024-25 | | |
|-----------------------|--|--|--|--|--|--|
| | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) |
| Provident Fund | 98.81% | 99.95% | Yes | 99.56% | 99.95% | Yes |
| Gratuity | 98.81% | 99.95% | Yes | 99.45% | 99.95% | Yes |
| ESI | 0.27% | 7.14% | Yes | 3.76% | 5.72% | Yes |
| Others-please specify | - | | | | | |

Note: As per management decision, certain employees continue in service post-retirement; retirement benefits are not applicable to them, resulting in coverage not reaching 100%.

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's premises are currently not fully accessible to differently abled employees and workers. While there are no differently abled individuals on the Company's rolls at present, steps are being undertaken to assess and improve accessibility in accordance with the Rights of Persons with Disabilities (RPwD) Act, 2016. The Company is in the process of planning infrastructural and procedural enhancements to create an inclusive and accessible work environment.

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

Yes, the Company has adopted an Equal Opportunity Policy. The policy affirms commitment to provide a work environment free from discrimination, ensuring equal access to opportunities for all, including persons with disabilities. It outlines provisions for recruitment and career development wherever applicable. The policy can be accessed here: <https://www.craftsmanautomation.com/investors/wp-content/uploads/2025/06/Other-policies.pdf>

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

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

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

| Particulars | Yes/No | Yes/No (If yes, then give details of the mechanism in brief) |
|--------------------------------|--------|--|
| Permanent Workers | Yes | Yes, the Company has put in place a structured grievance redressal mechanism for all stakeholders. A dedicated grievance module, integrated with the internal ERP system, is accessible to employees and workers through secure login credentials. In addition, multiple communication channels have been instituted under the Stakeholder Engagement and Grievance Redressal Policy to enable timely and transparent resolution of concerns. These channels allow stakeholders to directly approach designated personnel and register grievances in a confidential and systematic manner. The mechanism is periodically reviewed to ensure its continued effectiveness and inclusivity, and the detailed policy is publicly available at: https://www.craftsmanautomation.com/investors/wp-content/uploads/2024/04/2.-CAL-WhistleBlowerPolicy-1.pdf . |
| Other than Permanent Workers | Yes | |
| Permanent Employees | Yes | |
| Other than Permanent Employees | Yes | |

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

| Category | FY 2025-26 | | | FY 2024-25 | | |
|----------------------------------|--|--|-----------|--|--|-----------|
| | Total employees / workers in respective category (A) | No. of employees / workers in respective category, who are part of association(s) or Union (B) | % (B/A) | Total employees / workers in respective category (C) | No. of employees / workers in respective category, who are part of association(s) or Union (D) | % (D/C) |
| Total Permanent Employees | | | | | | |
| Male | 1051 | 0 | 0% | 987 | 0 | 0% |
| Female | 37 | 0 | 0% | 40 | 0 | 0% |
| Total | 1088 | 0 | 0% | 1027 | 0 | 0% |
| Total Permanent Workers | | | | | | |
| Male | 1952 | 0 | 0% | 1866 | 0 | 0% |
| Female | 0 | 0 | 0% | 0 | 0 | 0% |
| Total | 1952 | 0 | 0% | 1866 | 0 | 0% |

8. Details of training given to employees and workers:

| Category | FY 2025-26 | | | | | FY 2024-25 | | | | |
|------------------|-------------|-------------------------------|---------------|----------------------|---------------|-------------|-------------------------------|---------------|----------------------|---------------|
| | Total (A) | On Health and safety measures | | On Skill upgradation | | Total (D) | On Health and safety measures | | On Skill upgradation | |
| | | No. (B) | % (B/A) | No. (C) | % (C/A) | | No. (E) | % (E/D) | No. (F) | % (F/D) |
| Employees | | | | | | | | | | |
| Male | 1069 | 992 | 92.80% | 919 | 85.97% | 1005 | 925 | 92.04% | 860 | 85.57% |
| Female | 39 | 39 | 100% | 36 | 92.31% | 42 | 42 | 100% | 37 | 88.10% |
| Total | 1108 | 1031 | 93.05% | 955 | 86.19% | 1047 | 967 | 92.35% | 897 | 85.67% |
| Workers | | | | | | | | | | |
| Male | 2115 | 2049 | 96.88% | 1777 | 84.02% | 2012 | 1940 | 96.42% | 1680 | 83.50% |
| Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 2115 | 2049 | 96.87% | 1777 | 84% | 2012 | 1940 | 96.42% | 1680 | 83.50% |

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

| Category | FY 2025-26 | | | FY 2024-25 | | |
|------------------|-------------|-------------|---------------|-------------|-------------|---------------|
| | Total (A) | No. (B) | % (B / A) | Total (C) | No. (D) | % (D / C) |
| Employees | | | | | | |
| Male | 1069 | 967 | 90.46% | 1005 | 663 | 65.97% |
| Female | 39 | 35 | 89.74% | 42 | 35 | 83.33% |
| Total | 1108 | 1002 | 90.43% | 1047 | 698 | 66.67% |
| Workers | | | | | | |
| Male | 2115 | 1780 | 84.16% | 2012 | 1898 | 94.33% |
| Female | 0 | - | - | 0 | 0 | 0 |
| Total | 2115 | 1780 | 84.16% | 2012 | 1898 | 94.33% |

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 instituted a comprehensive Occupational Health and Safety (OHS) Management System that embeds safety considerations across all operations. The system covers key aspects such as an Occupational Health and Safety Policy, hazard identification and risk assessment, legal and regulatory compliance, employee participation, emergency preparedness, and mechanisms for continuous improvement. The Company has implemented an Occupational Health and Safety (OHS) Management System aligned with ISO 45001:2018 across its manufacturing facilities to ensure a safe and healthy workplace for employees, contractors, and visitors. The system covers key aspects such as hazard identification, risk assessment, incident

prevention, emergency preparedness, and compliance with applicable safety regulations. Certification has been successfully completed for Unit 3 – Coimbatore, Unit 1 – Kodhavadi, Sriperumbudur Units 1 & 2, Unit 4 – Pune, and Bhiwadi Unit, while certification for the remaining units is currently in progress. The OHS Management System is designed to systematically identify, control, and minimise health and safety risks for employees, visitors, and external contractors. It promotes safe work practices, mandates adherence to standard safety procedures, and focuses on preventing incidents, injuries, and property damage across all locations.

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 adopts a structured approach to identifying and assessing work-related hazards on both routine and non routine bases. Key processes include:

- Periodic safety audits
- Regular workplace inspections
- Detailed accident and incident investigations
- Implementation of a work permit system
- Conducting Hazard Identification and Risk Assessment (HIRA)

These initiatives foster a culture of safety and vigilance, enhancing the protection of personnel and assets while also improving overall operational efficiency. Additionally, safety training programs are conducted at regular intervals to address job-specific hazards and ensure that employees are well-equipped to perform their tasks safely and effectively.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/ No)

Yes, the Company has established procedures that allow workers to report any work-related hazards and to take appropriate actions to remove themselves from such risks. Employees can raise concerns through direct interaction with the factory manager or safety officer, who are trained to take prompt action. This proactive approach ensures that health and safety concerns are addressed in a timely and effective manner.

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

Yes, the Company provides employees and workers with access to non-occupational medical and healthcare services through GAINS insurance coverage, which ensures their social safety and well-being beyond the workplace.

11. Details of safety related incidents:

| Safety Incident/Number | Category* | FY 2025-26 | FY 2024-25 |
|--|-----------|------------|------------|
| Lost Time Injury Frequency Rate (LTIFR) per one million-person hours worked) | Employees | 0.134 | 0.14 |
| | Workers | 0.12 | 3.08 |
| Total recordable work-related injuries | Employees | 1 | 5 |
| | Workers | 1 | 24 |
| No. of fatalities | Employees | 0 | 0 |
| | Workers | 0 | 0 |
| High consequence work-related injury or ill-health (excluding fatalities) | Employees | 0 | 0 |
| | Workers | 0 | 0 |

*Including in the contract workforce

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

The company has established a robust framework to promote a safe and healthy workplace, structured into Safety, Health, and Administrative measures:

Safety Measures:

- Conducted an Arc Flash Study to identify electrical hazards, establish boundaries, and provide PPE for electrical maintenance.
- Performed thermography inspections on electrical panels to detect abnormal heating, ensure system reliability, and facilitate preventive maintenance, including tightening connections and replacing faulty components.

► **Statutory Report**

- Carried out Fire Load Calculations across premises to evaluate fire risks, ensure compliance, and implement safety measures such as safe storage, fire protection systems, and risk mitigation.
- Installed a wet scrubber-based fume extraction system in foundry areas to control dust emissions.
- Provided Self-Contained Breathing Apparatus (SCBA) for confined space entry, with employee training, regular maintenance, and readiness checks.
- Implemented regular risk assessments, safety audits, and workplace inspections to identify and mitigate hazards.
- Conducted ongoing safety training, workshops, and awareness programs.
- Ensured the provision and use of appropriate Personal Protective Equipment (PPE).
- Developed emergency response plans, including fire drills and first aid training.
- Extended the fire hydrant system to cover uncovered areas for comprehensive fire safety.

Health Measures:

- Conducted regular health surveillance, including check-ups for employees in hazardous roles.
- Performed full-body health screenings for employees above 45 years to monitor overall health.
- Organized eye screening camps to maintain visual health.
- Designed ergonomic workstations to reduce musculoskeletal issues.
- Maintained cleanliness and hygiene through regular cleaning and disinfection.
- Provided resources for stress management and mental well-being.
- Promoted healthy lifestyles through health awareness initiatives.

Administrative Measures:

- Developed and regularly reviewed safety policies and procedures.
- Established incident reporting and investigation systems, including near-miss analysis.
- Encouraged employee participation and feedback on safety and health matters.
- Ensured employee training and competence in task execution.
- Committed to continuous improvement of safety and health management systems.

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

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

14. Assessments for the year:

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

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

The Company has implemented comprehensive measures to mitigate key safety risks and promote a safer workplace environment:

1. Metal splash suits are provided to all personnel involved in molten metal handling activities to protect against metal splashes.
2. A 100% Lockout/Tagout (LOTO) procedure is enforced to prevent injuries and fatalities by isolating and controlling hazardous energy sources.
3. Residual Current Breaker with Overcurrent (RCBO) protection has been upgraded to safeguard against overloads and earth leakages.
4. Regular competence-based training and skill assessment programs are conducted for forklift operators to enhance their skills and safety awareness.

5. Fire protection systems, including fire suppression, air conditioning, and temperature monitoring systems, are installed in all UPS rooms and powerhouses.
6. Periodic safety training sessions and emergency mock drills are conducted to raise awareness and preparedness among employees.
7. Warning spotlights are installed around forklifts to prevent accidents and improve visibility.
8. Gas detection systems and fire sprinkler systems have been installed in the LPG yard to enhance safety.
9. Sensors and limit switches are installed on all machinery to prevent physical injuries caused by accidental contact or movement.
10. Fire hydrant systems are installed throughout the premises to provide effective fire protection.

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).**

| Particulars | (Y/N) |
|-------------|-------|
| Employees | Yes |
| Workers | Yes |

- 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 conducts periodic due diligence checks to ensure that value chain partners comply with applicable statutory and regulatory requirements. This includes verifying the timely deduction and deposition of statutory dues such as PF, ESI, GST, and other labour and tax-related obligations. In case of any non-compliance, value chain partners are asked to take appropriate actions to ensure alignment with legal requirements.

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

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

- 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)**

No, The Company currently does not have a formal transition assistance program in place for employees at the separation stage (due to retirement or termination). However, the Company is planning on offering such programs in the future that can support continued employability and smooth career transitions.

- 5. Details on assessment of value chain partners:**

| Particulars | % 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.**

Not Applicable

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.

Craftsman adopts a structured and dynamic approach to identifying its key stakeholders as the foundational step in its Stakeholder Engagement Policy (SEP). This process ensures that all relevant stakeholder groups are systematically recognized and considered in the Company's decision-making and sustainability journey. The identification of stakeholders at Craftsman is driven by a multi-factor assessment framework that evaluates the nature and extent of the relationship between the Company and its stakeholders. This includes assessing the degree of impact the Company's operations have on stakeholders, as well as the influence stakeholders may have on the Company's strategic and operational outcomes.

Key considerations guiding this identification process include:

- The extent to which stakeholders are impacted by Craftsman's business activities, including environmental, social, and economic effects
- The level of control or influence stakeholders exercise over critical resources, operations, or decision-making processes
- The degree of dependency between the Company and the stakeholder, particularly in areas such as supply chain, workforce, and market access
- The potential for stakeholders to either contribute to value creation or pose risks through resistance, opposition, or non-cooperation

Through this structured evaluation, Craftsman identifies a broad and inclusive set of stakeholder groups, ensuring that both direct and indirect stakeholders are adequately recognized. Importantly, Craftsman acknowledges that stakeholder identification is not a one-time exercise but an evolving process. As the Company expands its operations, enters new markets, or diversifies its business activities, the stakeholder landscape is expected to change. Accordingly, the Company periodically reviews and updates its stakeholder list to reflect emerging relationships, risks, and opportunities.

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 |
|---------------------------------|--|---|--|---|
| Suppliers and Service Providers | No | Email, Meetings, Phone calls, Websites, surveys and audits | Regularly | Business/Project related |
| Customers/ OEMs | No | Email, Meetings, Websites, Phone calls, social media, Personal interaction and Project based discussions | Regularly | Business/Project related |
| Investors | No | Quarterly publication of results, Newspaper advertisements, Email, Website, Analysts/ Investor Calls, Annual General Meetings, Stock Exchange intimations, Annual Reports | Annually/Half yearly/ Quarterly/ Event basis | Compliance, Governance practices |

| 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 |
|-----------------------|--|--|--|---|
| Creditors | No | Emails, Phone Calls, Meetings | Annually/Half yearly/ Quarterly/ Event basis | Banking facilities |
| Employees and Workers | No | Email, Phone calls, SMS, Meetings, Notice Board, ERP system, Engagement surveys, trainings, Personal interactions and Departmental meetings. | Regularly | Day to day activities / Conduct of business |
| BODs | No | Email, Phone calls, SMS, Meetings, Board Meetings, Committee Meetings, Annual General Meetings (AGMs) and Familiarization programs. | Need based | Business/Project related, Day to day activities / Conduct of business |
| Regulatory Bodies | No | Emails, Meetings, Submission forms / returns / intimations/ letters etc. | Annually/Half yearly/ Quarterly/ Event basis | In relation to Compliances with applicable laws |
| Auditors | No | Emails, Meetings, Phone Calls | Annually/Half yearly/ Quarterly/ Event basis | Audit purposes |
| Local Community | No | Newspaper advertisements/ Physical Meetings / Reviews/ Assessments/surveys/ CSR activities | Event basis | CSR Programmes and other initiatives |
| Other Groups | No | Survey, Feedback, Interactions, Meetings etc., | Need based | Others |

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 has a structured process whereby internal teams compile stakeholder inputs and submit them to the Board of Directors through presentations and reports. This mechanism ensures the Board is consistently informed about key stakeholder concerns, emerging trends, ongoing initiatives, and ESG performance.

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 consultations are integral to identifying and managing key environmental and social topics. Input gathered from these engagements directly informs policy updates and guides the evolution of Craftsman’s ESG initiatives, supporting continuous improvement.

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

No specific concerns from vulnerable or marginalized groups were raised during this financial year.

PRINCIPLE 5

Businesses should respect and promote human rights



Essential Indicators

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

| Category | FY 2025-26 | | | FY 2024-25 | | |
|----------------------|-------------|--|-------------|-------------|--|-------------|
| | Total (A) | No. of employees / workers covered (B) | % (B/A) | Total (C) | No. of employees / workers covered (D) | % (D/C) |
| Employees | | | | | | |
| Permanent | 1088 | 1088 | 100% | 1027 | 1027 | 100% |
| Other than permanent | 20 | 20 | 100% | 20 | 20 | 100% |
| Total | 1108 | 1108 | 100% | 1047 | 1047 | 100% |
| Workers | | | | | | |
| Permanent | 1952 | 1952 | 100% | 1866 | 1866 | 100% |
| Other than permanent | 163 | 163 | 100% | 146 | 146 | 100% |
| Total | 2115 | 2115 | 100% | 2012 | 2012 | 100% |

2. Details of minimum wages paid to employees and workers:

| Category | FY 2025-26 | | | | | FY 2024-25 | | | | |
|-----------------------------|------------|-----------------------|-----------|------------------------|-----------|------------|-----------------------|-----------|------------------------|-----------|
| | Total (A) | Equal to Minimum Wage | | More than Minimum Wage | | Total (D) | Equal to Minimum Wage | | More than Minimum Wage | |
| | | No. (B) | % (B / A) | No. C | % (C / A) | | No. E | % (E / D) | No. (F) | % (F / D) |
| Employees | | | | | | | | | | |
| Permanent | | | | | | | | | | |
| Male | 1051 | - | - | 1051 | 100% | 987 | - | - | 987 | 100% |
| Female | 37 | - | - | 37 | 100% | 40 | - | - | 40 | 100% |
| Other than Permanent | | | | | | | | | | |
| Male | 18 | - | - | 18 | 100% | 18 | - | - | 18 | 100% |
| Female | 2 | - | - | 2 | 100% | 2 | - | - | 2 | 100% |
| Workers | | | | | | | | | | |
| Permanent | | | | | | | | | | |
| Male | 1952 | - | - | 1952 | 100% | 1866 | - | - | 1866 | 100% |
| Female | 0 | - | - | 0 | - | 0 | - | - | 0 | - |
| Other than Permanent | | | | | | | | | | |
| Male | 163 | - | - | 163 | 100% | 146 | - | - | 146 | 100% |
| Female | 0 | - | - | 0 | - | 0 | - | - | 0 | - |

3. Details of remuneration/salary/wages:

a. Median remuneration/wages

| Particulars | Male | | Female | |
|----------------------------------|--------|---|--------|---|
| | Number | Median remuneration/ salary/ wages of respective category | Number | Median remuneration/ salary/ wages of respective category |
| Board of Directors (BoD) | 2 | 20 | 2 | 20 |
| Key Managerial Personnel | 5 | 136 | - | NA |
| Employees other than BoD and KMP | 889 | 10 | 32 | 7 |
| Workers | 1719 | 7 | - | NA |

b. Gross wages paid to females as % of total wages paid by the entity

| Particulars | FY 2025-26 | FY 2024-25 |
|--|------------|------------|
| Gross wages paid to females as % of total wages paid by the entity | 1.00% | 1.02% |

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, The Company has established a designated internal mechanism to address all grievances, including those related to human rights. Human rights concerns can be raised through formal grievance redressal channels under the Grievance Redressal Policy. Comprehensive Human Rights Guidelines have been formulated, covering the prohibition of child labour, forced labour, non-discrimination, modern slavery, and human trafficking. Additionally, separate policies are in place for the Prevention of Sexual Harassment at the Workplace and for ensuring Equal Opportunity. These measures reinforce the Company's commitment to an inclusive and safe work environment.

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

The Company has implemented a confidential and structured grievance redressal mechanism to address human rights-related concerns. Employees and stakeholders can submit complaints through multiple accessible channels, including internal portals and direct reporting to designated officials. Each grievance is reviewed by a dedicated team, with appropriate remedial actions taken as needed. Regular training and awareness programs reinforce adherence to the code of business conduct, ensuring all individuals are informed of their rights and the procedures for seeking redressal.

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

| Particulars | FY 2025-26 | | | FY 2024-25 | | |
|-----------------------------------|-----------------------|---------------------------------------|---------|-----------------------|---------------------------------------|---------|
| | Filed during the year | Pending resolution at the end of year | Remarks | Filed during the year | Pending resolution at the end of year | Remarks |
| Sexual Harassment | 0 | 0 | - | 0 | 0 | - |
| Discrimination at workplace | 0 | 0 | - | 0 | 0 | - |
| Child Labour | 0 | 0 | - | 0 | 0 | - |
| Forced Labour/ Involuntary Labour | 0 | 0 | - | 0 | 0 | - |
| Wages | 0 | 0 | - | 0 | 0 | - |
| Human Rights Issues | 0 | 0 | - | 0 | 0 | - |

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

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

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

The Company has established robust mechanisms to address complaints related to discrimination and harassment. In accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act), an Internal Committee has been constituted to ensure fair and timely resolution of harassment cases. All complaints are managed with strict confidentiality and handled sensitively by designated personnel, safeguarding the dignity and safety of the complainant throughout and after the investigation process.

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

Yes, our business agreements and contracts explicitly include human rights clauses. These cover compliance with applicable labor laws, prohibition of child and forced labor, and provisions for non-discrimination.

10. Assessments for the year:

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

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

Nil

Leadership Indicators

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

No business processes were modified or newly introduced during the reporting period specifically in response to human rights grievances or complaints. The Company regularly monitors all grievances and will implement necessary changes to policies or procedures as required.

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

The Company has not yet conducted a formal human rights due diligence assessment. However, recognizing Human Rights as a material topic, a dedicated Human Rights Policy has been established. The Company is actively exploring suitable frameworks to initiate human rights due diligence in the coming years.

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

The Company's premises are not yet fully accessible to differently abled visitors. However, efforts are underway to align with the requirements of the Rights of Persons with Disabilities (RPwD) Act, 2016. The Company is actively evaluating and planning necessary upgrades to ensure that all facilities are inclusive and accessible for all stakeholders.

4. Details on assessment of value chain partners:

| Particulars | % of value chain partners (by value of business done with such partners) that were assessed |
|----------------------------------|---|
| Sexual Harassment | 100% |
| Discrimination at workplace | 100% |
| Child Labour | 100% |
| Forced Labour/Involuntary Labour | 100% |
| Wages | 100% |

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

Not Applicable

PRINCIPLE 6

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



Essential Indicators

1. Details of total energy consumption (GJ) and energy intensity:

| Parameter | FY 2025-26 | FY 2024-25 |
|---|-------------|-------------|
| From renewable sources | | |
| Total electricity consumption (A) | 4,06,565.89 | 1,54,502.86 |
| Total fuel consumption (B) | - | - |
| Energy consumption through other sources (C) | - | - |
| Total energy consumed from renewable sources (A+B+C) | 4,06,565.89 | 154,502.86 |
| From non-renewable sources | | |
| Total electricity consumption (D) | 3,91,445.46 | 4,56,402.96 |
| Total fuel consumption (E) | 86,296.22 | 1,03,676.48 |
| Energy consumption through other sources (F) | - | - |
| Total energy consumed from non-renewable sources (D+E+F) | 4,77,741.68 | 5,60,079.44 |
| Total energy consumed (A+B+C+D+E+F) | 8,84,307.57 | 7,14,582.3 |
| Energy intensity per rupee of turnover (GJ/ ₹ Lakhs) (Total energy consumed / Revenue from operations) | 1.84 | 1.86 |
| Energy intensity per rupee of turnover adjusted for Purchasing Power Parity* (PPP) (GJ/Million \$) (Total energy consumed / Revenue from operations adjusted for PPP) | 373.32 | 383.70 |
| Energy intensity in terms of physical output | 2.39 | 2.68 |
| Energy intensity (optional) – the relevant metric may be selected by the entity | | |

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes, TUV India Private Limited has provided reasonable assurance on data reported under this indicator.

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? If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

No, the Company does not have any sites or facilities under identified as designated consumers (DCs) under the Performance, Achieve and Trade ("PAT") Scheme of the Government of India. Hence, the PAT scheme is not applicable to the Company.

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

| Parameter | FY 2025-26 | FY 2024-25 |
|---|-------------|-------------|
| Water withdrawal by source (in kilolitres) | | |
| (i) Surface water | - | - |
| (ii) Groundwater | 1,17,502.20 | 1,33,238.42 |
| (iii) Third party water | 2,47,328.09 | 157,773.34 |
| (iv) Seawater / desalinated water | - | - |
| (v) Others | - | - |
| Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v) | 3,64,830.29 | 291,011.76 |
| Total volume of water consumption (in kilolitres) | 2,54,018.96 | 234,695.011 |

| Parameter | FY 2025-26 | FY 2024-25 |
|---|------------|------------|
| Water intensity per rupee of turnover (KL/₹ Lakhs) (Total water consumption / Revenue from operations) | 0.53 | 0.61 |
| Water intensity per rupee of turnover adjusted for Purchasing Power Parity* (PPP) (KL/Million \$) (Total water consumption / Revenue from operations adjusted for PPP) | 107.24 | 126 |
| Water intensity in terms of physical output | 0.69 | 0.88 |

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, TUV India Private Limited has provided reasonable assurance on data reported under this indicator.

4. Provide the following details related to water discharged:

| Parameter | FY 2025-26 | FY 2024-25 |
|--|--------------------|-------------------|
| Water discharge by destination and level of treatment (in kilolitres) | | |
| (i) To Surface water | | |
| - No treatment | - | - |
| - With treatment – please specify level of treatment | - | - |
| (ii) To Groundwater | | |
| - No treatment | - | - |
| - With treatment – please specify level of treatment | 1,10,811.33 | 56,316.74 |
| (iii) To Seawater | | |
| - No treatment | - | - |
| - With treatment – please specify level of treatment | - | - |
| (iv) Sent to third-parties | | |
| - No treatment | - | - |
| - With treatment – please specify level of treatment | - | - |
| (v) Others | | |
| - No treatment | - | - |
| - With treatment – please specify level of treatment | - | - |
| Total water discharged (in kilolitres) | 1,10,811.33 | 56,316.749 |

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, TUV India Private Limited has provided reasonable assurance on data reported under this indicator.

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

The Company currently operates Effluent Treatment Plants (ETPs) to process and purify wastewater, allowing for its reuse within ongoing operations. In pursuit of greater sustainability, the Company proposes to implement Zero Liquid Discharge (ZLD) systems and is actively evaluating their integration at select key manufacturing facilities over the coming years. This initiative is aimed at enhancing water efficiency and significantly reducing the Company's overall environmental impact.

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

| Parameter | Please specify unit | FY 2025-26 | FY 2024-25 |
|-------------------------------------|---------------------|------------|------------|
| NOx | Tonnes | 126.368 | 131.117 |
| Sox | Tonnes | 0.0194 | 0.0131 |
| Particulate matter (PM) | Tonnes | 2.201 | 1.487 |
| Persistent organic pollutants (POP) | - | - | - |
| Volatile organic compounds (VOC) | - | - | - |
| Hazardous air pollutants (HAP) | - | - | - |
| Others – Carbon monoxide (CO) | - | - | - |

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, TUV India Private Limited has provided reasonable assurance on data reported under this indicator.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity:

| Parameter | Unit | FY 2025-26 | FY 2024-25 |
|--|---|--------------|------------|
| Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) | Metric Tonnes of CO ₂ equivalent | 39563.44 | 24,522.74 |
| Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) | Metric Tonnes of CO ₂ equivalent | 77201.74 | 97,249.63 |
| Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations) | Metric Tonnes of CO ₂ equivalent / INR LAKHS of turnover | 0.24 | 0.32 |
| Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity(PPP)* (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP) | Metric Tonnes of CO ₂ equivalent / INR LAKHS | 49.29 | 65.4 |
| Total Scope 1 and Scope 2 emission intensity in terms of physical output | | 0.31 | 0.46 |
| Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity | - | - | - |

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, TUV India Private Limited has provided reasonable assurance on data reported under this indicator.

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

The Company is dedicated to reducing greenhouse gas (GHG) emissions and has already taken significant steps during the financial year, including the replacement of several diesel-powered forklifts with electric models. In addition, the Company has increased its procurement of renewable energy, sourcing more than 45% of its total electricity consumption from renewable sources, thereby significantly reducing its carbon footprint.

Looking ahead, the Company is set to implement a comprehensive suite of energy and fuel-saving initiatives to further enhance energy efficiency and lower emissions. Key planned actions include upgrading to energy-efficient LED lighting, phasing out outdated air conditioning units in favor of high-efficiency models using R32 refrigerant, replacing conventional fans with energy-saving BLDC fans, installing high-efficiency IE3/IE4 motors, and transitioning from conventional Star Delta systems to Variable Frequency Drive (VFD)-based compressors.

Additional measures involve installing motion sensors in offices and meeting rooms to minimize unnecessary electricity consumption, adopting dual-fuel kits and blended biofuels as alternatives to diesel in DG sets, and expanding the use of solar energy through net metering systems.

Furthermore, the Company is actively working on fuel transition initiatives, including the conversion of LPG to PNG for furnaces and generator operations, which contributes to cleaner combustion and reduced emissions.

These initiatives collectively underscore the Company's strong commitment to sustainability, improved energy performance, and continuous reduction of GHG emissions across its operations.

9. Provide details related to waste management by the entity:

| Parameter | FY 2025-26 | FY 2024-25 |
|--|------------------|-----------------|
| Total Waste generated (in metric tonnes) | | |
| Plastic waste (A) | 89.52 | 728.78 |
| E-waste (B) | 0.70 | 1.63 |
| Bio-medical waste (C) | 0.00055 | 0.18 |
| Construction and demolition waste (D) | - | 70 |
| Battery waste (E) | - | 38.41 |
| Radioactive waste (F) | - | 0 |
| Other Hazardous waste. Please specify, if any. (G) | 193.70 | 233.59 |
| Other Non-hazardous waste generated (H) | 74,170.37 | 890.09 |
| Total (A+B + C + D + E + F + G + H) | 74,454.29 | 1,962.68 |

| Parameter | FY 2025-26 | FY 2024-25 |
|--|------------|------------|
| Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (MT /INR Lakh) | 0.15 | 0.005 |
| Waste intensity per rupee of turnover adjusted for Purchasing Power Parity(PPP)* (Total waste generated / Revenue from operations adjusted for PPP) (MT/ INR Lakh PPP) | 31.43 | 1.1 |
| Waste intensity in terms of physical output (MT waste generated / MT of production) | 0.20 | 0.007 |
| For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes) | | |
| Category of waste | | |
| (i) Recycled | 73103.07 | 869.14 |
| (ii) Re-used | - | - |
| (iii) Other recovery operations | - | - |
| Total | 73103.07 | 869.14 |
| For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes) | | |
| Category of waste | | |
| (i) Incineration | 0.36 | 25.15 |
| (ii) Landfilling | 1066.93 | 27.62 |
| (iii) Other disposal operations | - | - |
| Total | 1,067.29 | 52.77 |

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency?

Yes, TUV India Private Limited has provided reasonable assurance on data reported under this indicator.

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

The Company is firmly committed to responsible waste management throughout its operations, adhering to well-defined operational control procedures for the collection, storage, and disposal of various waste types. Moving forward, the Company will continue to seek safer alternatives to minimize the use of hazardous and toxic chemicals. Our waste management practices include segregating non-hazardous waste at the source and transferring it to municipal recyclers for proper disposal, returning used batteries to suppliers under buy-back arrangements for recycling, and disposing of e-waste through CPCB/SPCB-authorized recyclers to ensure compliance and environmental safety. Biomedical waste generated from the Occupational Health Centre is collected and managed by the associated hospital providing medical staff. Hazardous waste is handled and disposed of exclusively through CPCB/SPCB-authorized vendors, in strict accordance with the Hazardous and Other Wastes (Management & Transboundary Movement) Rules, 2016 (as amended), ensuring regulatory compliance and environmental protection.

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:

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

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

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

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

Yes. The Company is fully compliant with all applicable environmental laws and regulations in India.

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

Leadership Indicators

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

Not Applicable

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

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

| Parameter | FY 2025-26 | FY 2024-25 |
|---|------------|------------|
| Water withdrawal by source (in kilolitres) | | |
| (i) Surface water | - | - |
| (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 | | |
| - 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) | - | - |

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

2. Please provide details of total Scope 3 emissions & its intensity:

| Parameter | Unit | FY 2025-26 | FY 2024-25 |
|---|---|------------|------------|
| Category 5: Waste generated in operations | Metric Tonnes of CO2 equivalent | 960 | - |
| Category 6: Business travel | Metric Tonnes of CO2 equivalent | 883 | - |
| Category 7: Employee commuting | Metric Tonnes of CO2 equivalent | 2,064 | - |
| Category 9: Downstream Transportation & Distribution | Metric Tonnes of CO2 equivalent | 3,104 | - |
| Total Scope 3 emissions per rupee of turnover | Metric Tonnes of CO2 equivalent / INR LAKHS of turnover | 0.014 | - |
| Total Scope 1 and Scope 2 emission intensity in terms of physical output | Metric Tonnes of CO2 equivalent / MT of production | 0.018 | - |

Note: Scope 3 numbers reported above have been estimated for all the applicable categories except for Category 1 & 2

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

3. With respect to the ecologically sensitive areas reported at Question 10 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 Organisation does not have any operations in water stress 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:

| Sl. No. | Initiative undertaken | Details of the initiative (Web-link, if any, may be provided along-with summary) | Outcome of the initiative |
|---------|---|--|--|
| 1. | Replacement of diesel forklifts with electric forklifts | To advance our commitment to reducing greenhouse gas emissions and enhancing energy efficiency, the Company has begun replacing conventional diesel-powered forklifts with electric forklifts at several of our manufacturing facilities. This transition supports our broader sustainability goals by lowering direct emissions and promoting cleaner, more efficient operations. | The adoption of electric forklifts has led to a noticeable reduction in diesel consumption and associated greenhouse gas emissions. This shift not only supports cleaner and quieter operations within our facilities but also aligns closely with our long-term sustainability objectives, reinforcing our commitment to environmental responsibility and operational excellence. |
| 2. | Implementation of Zero Liquid Discharge systems | The Company is currently in the planning phase of implementing Zero Liquid Discharge (ZLD) systems at select key manufacturing units. This initiative is designed to treat and recycle all wastewater generated within the facility, ensuring that no liquid effluent is discharged into the environment. By adopting ZLD systems, the Company aims to maximize water reuse, significantly enhance water efficiency, and reinforce its commitment to sustainable and responsible water management. | As the Zero Liquid Discharge (ZLD) project is still in the planning stage, its outcomes have yet to be fully assessed. However, once implemented, the project is anticipated to deliver significant improvements in water conservation by enabling the complete treatment and reuse of wastewater within the facility. This will effectively eliminate liquid effluent discharge, thereby greatly reducing the environmental impact associated with wastewater and reinforcing the Company's commitment to sustainable water management. |
| 3. | Renewable Energy Adoption | The Company achieved 46% renewable energy share in total electricity consumption across CAL plants through a combination of rooftop solar generation and green power sourcing, thereby significantly lowering Scope 2 emissions. | Enabled measurable reduction in Scope 2 GHG emissions and enhanced energy sustainability by reducing dependence on conventional grid electricity. |

| Sl. No. | Initiative undertaken | Details of the initiative (Web-link, if any, may be provided along-with summary) | Outcome of the initiative |
|---------|--|--|---|
| 4. | Installation of 750 kW Rooftop Solar Power Plant | Installed rooftop solar panels with a cumulative capacity of 750 kW, generating 8,63,306 kWh of renewable electricity during Apr'25–Mar'26, reducing grid electricity intake. | Lowered Scope 2 emissions, reduced electricity costs, and increased renewable energy contribution to overall energy consumption. |
| 5. | Fuel Transition (Diesel → LPG / PNG / Electric Furnaces) | Progressive transition from highcarbon fuels to LPG, PNG, and electric furnaces across operations to lower emission intensity and improve combustion efficiency | Reduced direct Scope 1 emissions, improved fuel efficiency, and supported cleaner production processes. |
| 6. | Upgradation of Fume Extraction Systems (LPDC & HPDC) | Enhanced fume extraction systems in Low Pressure Die Casting (LPDC) and High Pressure Die Casting (HPDC) operations to improve workplace air quality and capture process emissions more effectively. | Improved occupational health and safety conditions and reduced fugitive emissions within manufacturing areas. |
| 7. | Installation of 110 kVA Substation & DG Elimination | Installed a dedicated 110 kVA substation to ensure uninterrupted power supply, eliminating the need for diesel generator (DG) sets during power outages. | Eliminated diesel consumption and generators for backup power, resulting in reduced direct emissions and improved energy reliability. |
| 8. | Centralized Coolant Management System | Implemented a centralized coolant management system to optimize coolant usage, improve recycling, and reduce wastage and disposal. | Improved material efficiency, reduced hazardous waste generation, and enhanced process consistency across operations. |
| 9. | Green Awareness & Employee Participation Initiative | Distributed 1,700 mini plants of different varieties across the facility during Quality Month to promote environmental awareness and employee participation in sustainability efforts. | Increased employee engagement towards environmental stewardship and contributed to greener workplace surroundings. |

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 Emergency Preparedness and Response Plan that encompasses business continuity and disaster management frameworks. This plan specifies clear procedures for handling a range of emergencies, including fire, oil or chemical spills and leaks, gas leaks, ETP breakdowns, and natural disasters such as earthquakes and floods. It defines the roles and responsibilities of key teams including emergency response, fire-fighting, and first-aid teams to ensure swift and coordinated action. The plan also incorporates preventive measures, detailed evacuation procedures, emergency contact numbers, and robust coordination mechanisms, all designed to safeguard employee safety and maintain uninterrupted operations during any crisis.

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?

There were no significant adverse environmental impacts reported from the value chain during the reporting period.

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 any assessment of the value chain partners to evaluate their environmental impacts. However, the Company is planning to initiate such assessments in the coming years as part of the broader sustainability integration efforts.

8. Number of Green Credits generated or procured by the reporting company and its top 10 value chain partners.

a. By the listed entity:

The Company not generated or procured Green Credits in the reporting year. Plans are underway to explore opportunities in this area in the future.

b. By the top ten (in terms of value of purchases and sales) value chain partners:

The Company has not yet assessed Green Credit activities of our top value chain partners. This aspect will be considered in future evaluations and sustainability engagements.

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 currently affiliated with 18 trade and industry chambers/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.

| Sl. No. | Name of the trade and industry chambers/ associations | Reach of trade and industry chambers/ associations (State/National) |
|---------|---|---|
| 1 | Indo-German Chamber of Commerce | India & Germany |
| 2 | The Institute of Indian Foundrymen | National |
| 3 | Indian Management Association | National |
| 4 | Indian Machine Tool Manufacturing Association | National |
| 5 | Confederation of Indian Industry | National |
| 6 | National Safety Council of India | National |
| 7 | Aluminium Caster Association of India | National |
| 8 | Tool and Gauge Manufacturers Association (Tagma) | National |
| 9 | GDC Tech | National |
| 10 | Indian Machine Tool Manufacturer Association -IMTMA | National |
| 11 | Material Recycling Association of India | National |
| 12 | Indian Pharma Machinery Manufacturers' Association | State |
| 13 | The Southern India Engineering Manufactures Association (SIEMA) | State |
| 14 | The Coimbatore Productivity Council | State |
| 15 | Industrial Waste management Association | State |
| 16 | Tamil Nadu Waste Management Association | State |
| 17 | Co-India | State |
| 18 | Coimbatore Corporate Connections | State |

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

The Company has not received any adverse order from the regulatory authority.

| Name of authority | Brief of the case | Corrective action taken |
|-------------------|-------------------|-------------------------|
| - | - | - |

Leadership Indicators

1. Details of public policy positions advocated by the entity

| Sl. 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 |
|---|-------------------------|-----------------------------------|--|---|------------------------|
| The Company actively engages with Industry Associations and Chambers of Commerce at the national, state, and local levels to advocate for and advance causes that benefit the industry, the economy, society, and the public. | | | | | |



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.

The Company has not undertaken any Social Impact Assessments during the reporting period, as none of the projects triggered such requirements under the applicable laws

| 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 |
|--|----------------------|---|---------------------------------------|------------|-------------------|
| - | | | | | |

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

There were no Rehabilitation and Resettlement (R&R) activities involved, as our operations and expansion projects have not led to displacement of communities or impact on livelihoods.

| Sl. No. | Name of Project for which R&R is ongoing | State | District | No. of Project Affected Families (PAFs) | % of PAFs covered by R&R | Amounts paid to PAFs in the FY (In INR) |
|---------|--|-------|----------|---|--------------------------|---|
| - | | | | | | |

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

The Company has established a comprehensive grievance redressal mechanism to address concerns raised by all stakeholders, including the local community. All grievances are systematically tracked, with their status regularly reviewed by the Board to ensure timely and effective resolutions.

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

| Particulars | FY 2025-26 | FY 2024-25 |
|--|------------|------------|
| Directly sourced from MSMEs/ small producers | 2.03% | 2% |
| Directly from within India | 82.66% | 88.6% |

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

| Location | FY 2025-26 | FY 2024-25 |
|--------------|------------|------------|
| Rural | 10.03 | 7.74 |
| Semi-urban | 86.00 | 88.04 |
| Urban | 3.97 | 4.22 |
| Metropolitan | 0 | 0 |

Leadership Indicators

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

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

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

| Sl. No. | State | Aspirational District | Amount spent (In INR) |
|---------|-------|-----------------------|-----------------------|
| - | - | - | - |

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

The Company has established a formal preferential procurement policy. The process of identifying suppliers from marginalized and vulnerable groups is currently underway to ensure effective implementation and promote inclusive procurement practices.

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

Nil

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

Nil

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

During the reporting period, the Company has not derived or shared any benefits from intellectual properties based on traditional knowledge.

| Sl. No. | Intellectual Property based on traditional knowledge | Owned/ Acquired (Yes/No) | Benefit shared (Yes / No) | Basis of calculating benefit share |
|---------|--|--------------------------|---------------------------|------------------------------------|
| - | | | | |

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:

| Sl. No. | CSR Project | No. of persons benefitted from CSR Projects | % of beneficiaries from vulnerable and marginalized groups |
|---------|--|---|--|
| 1 | Providing Mammography Equipment for a Mobile Mammography unit to reach the people in rural and underserved areas for screening Breast cancer, Coimbatore (Ongoing Project) | People around Coimbatore and nearby district people | Assessment of beneficiaries from vulnerable and marginalized communities has not been conducted for the reporting period. The Company plans to conduct this assessment for our future CSR initiatives. |
| 2 | Road laying project starts from Thennampalayam, Annur Road (Varapillaiyar Temple) to Sangothipalayam (1 Km approx) widening the exiting public road from 12 feet to 18 feet, Sangothipalayam, Coimbatore (Ongoing Project) | Sangothipalayam and nearby village people | |
| 3 | Road laying project (400 mtr) starts from Kothavadi Goundachiamman temple, Kothavadi, Coimbatore (Ongoing Project) | Kothavadi village people | |

| Sl. No. | CSR Project | No. of persons benefitted from CSR Projects | % of beneficiaries from vulnerable and marginalized groups |
|----------------|---|--|--|
| 4 | Construction of 2 classrooms with furniture's and other fittings and construction of 2 lab rooms (without equipment's) at Panchayat Union Middle School, Karavali Madhapur Village, Sular | 249 students per year | Assessment of beneficiaries from vulnerable and marginalized communities has not been conducted for the reporting period. The Company plans to conduct this assessment for our future CSR initiatives. |
| 5 | Rotary Club of Coimbatore Metropolis Trust, Coimbatore | People affected by serious burns injuries, caused by accidents | |
| 6 | Plantation of trees (1500 saplings) in Park no. 15 at Anna Co-operative Industrial Park with fencing and drip irrigation system, Kittampalayam, Karumathampatti, Coimbatore | People in and around the village. | |
| 7 | Robotic arm, Robot Assembly with panel to Sri Ramakrishna Engineering College & Bannari Amman Institute of Technology | Robotics & A.I. department students | |
| 8 | Construction of classroom, Hariharpur Gamharia, Jamshedpur | 150 students year | |
| 9 | A) Construction of football goal post structure, B) Borewell and hand pump and C) Canopy for sitting arrangements, Ranjivanpur Village, Dudgha Panchayat, Jamshedpur | Ranjivanpur and nearby village people | |
| 10 | Eye camp, Gamharia, Jamshedpur | Cataract surgery done for 50 persons and provided spectacles to 75 persons | |
| 11 | Deep bore well water facility to the Kothavadi village people, Kothavadi, Coimbatore | Kothavadi village people | |
| 12 | Skill development and other CSR projects | | |

PRINCIPLE 9

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



Essential Indicators

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

The Company has a structured process for receiving and resolving customer complaints and feedback through multiple channels, including email, phone, and dedicated customer portals. Customers can also log service issues via the Customer Monitoring Tracking System. Upon receiving a complaint, a designated representative promptly assesses the issue and initiates corrective action. The Company follows strict internal timelines and continuously monitors complaints to ensure timely resolution.

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

Packing materials contain information about Environmental and social parameters. Industrial & Engineering products such as SPM, Storage products and material handling products carry information about the Safe and responsible usage. Details on recycling and safe disposal is mentioned in the product manual and recycling symbols are also displayed in the products.

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

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

| Particulars | FY 2025-26 | | | FY 2024-25 | | |
|--------------------------------|--------------------------|-----------------------------------|--------|--------------------------|-----------------------------------|--------|
| | Received during the year | Pending resolution at end of year | Remark | Received during the year | Pending resolution at end of year | Remark |
| Data privacy | 0 | 0 | - | 0 | 0 | - |
| Advertising | 0 | 0 | - | 0 | 0 | - |
| Cyber-security | 0 | 0 | - | 0 | 0 | - |
| Delivery of essential services | 0 | 0 | - | 0 | 0 | - |
| Restrictive Trade Practices | 0 | 0 | - | 0 | 0 | - |
| Unfair Trade Practices | 0 | 0 | - | 0 | 0 | - |
| Other | 0 | 0 | - | 0 | 0 | - |

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

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

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.

The Company has implemented an Information Security Management System (ISMS) Manual that sets out comprehensive policies to address cybersecurity and data privacy risks. Key areas covered include device usage, data classification, password protection, media security, antivirus management, data backup and recovery, network access, and proper use of email and the internet. These measures work together to ensure secure information handling and protect the organization from data breaches and cyber threats.

Weblink to the Policy: <https://www.craftsmanautomation.com/investors/wp-content/uploads/2025/06/Other-policies.pdf>

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

Not Applicable

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches

No instances of data breach were reported or observed during the reporting year.

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

Nil, no instances of data breach were reported or observed during the reporting year.

c. Impact, if any, of the data breaches

Nil

Leadership Indicators

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

The Company has provided detailed information on products through its website which can be accessed at: <https://www.craftsmanautomation.com/our-product-segments.html>

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

The Company ensures customers receive clear guidance on the safe and responsible use of its products and services through multiple channels, including user manuals, in-software instructions, and direct customer support. Technical teams also provide education during onboarding and installation, ensuring customers fully understand usage protocols and safety measures.

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

No major disruptions occurred during the reporting period. Should any disruption or discontinuation of essential services arise, customers will be promptly notified via email or service calls.

4. Does the entity display product information on the product over and above what is mandated as per local laws? 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 fully complies with all applicable laws and regulations regarding product information display, with no voluntary disclosures beyond regulatory requirements. Customer satisfaction is assessed through feedback and survey forms collected after each product installation. Survey responses are reviewed, and any low scores are promptly addressed to drive continuous improvement. Additionally, the Company's plants are strategically located near key customers to enhance service efficiency and satisfaction.