



YAPP INDIA AUTOMOTIVE SYSTEMS PRIVATE LIMITED

LOCATIONS COVERED

Pune plant: Plot No. A-3/A, MIDC Chakan Phase II, Village Khalumbre, Taluka Khed, District Pune – 410501. Maharashtra, India.	Chennai plant: Ford New Supplier Park, Melrosapuram, Chittamannur Village, S.P.Koil Post, Chengalpattu Taluk, Kancheepuram District – 603204. Tamilnadu, India.	Nashik plant: C S 4264, Gat No 243/2, Trimbak road, Chandrama Garden, Near Amrut Garden, Pimpalgaon bahula, Sharmik Nagar, Nashik, Maharashtra – 422012. India.
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CORPORATE SUSTAINABILITY REPORT

April 2024 To March 2025

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Managing Director Message On Sustainability

At YAPP INDIA, sustainability is not just a commitment—it is the foundation of how we operate and grow. As a trusted manufacturer and assembler of plastic fuel tank systems and components for the automotive industry, we recognize our responsibility to minimize environmental impact, create social value, and uphold the highest standards of governance. In 2024, we strengthened our ESG journey by advancing energy efficiency, enhancing renewable energy use, conducting internal audits, and engaging with stakeholders to align our actions with long-term sustainability goals. We remain focused on reducing emissions, conserving resources, ensuring a safe and inclusive workplace, and driving innovation for cleaner mobility. This Sustainability Report reflects our progress, transparency, and dedication to continuous improvement. Together with our employees, partners, and customers, we are committed to building a resilient, responsible, and future-ready YAPP INDIA.

Thank you for being part of this journey.

Managing Director

YAPP INDIA

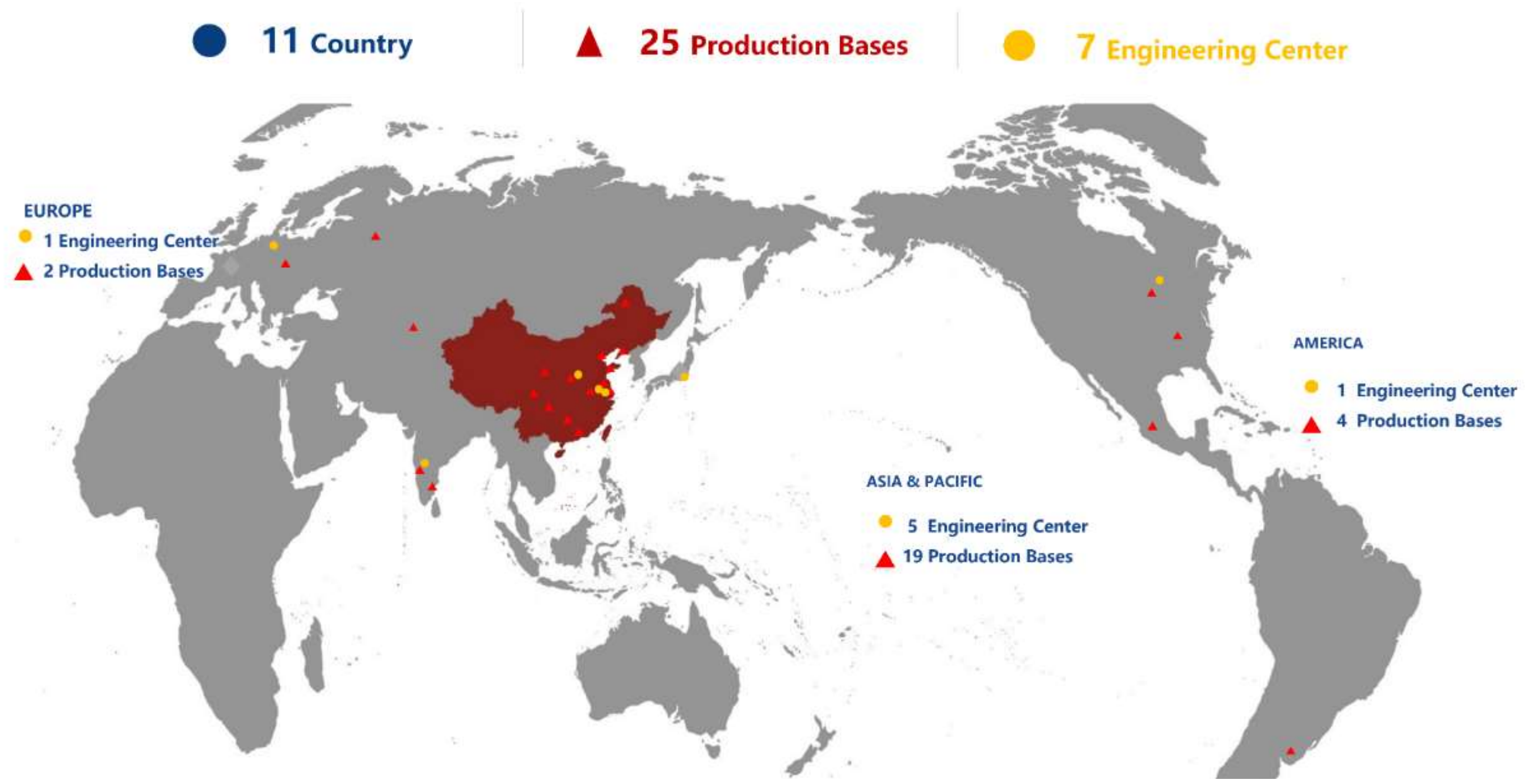


ABOUT US

Established in 1988 and listed on the Shanghai Stock Exchange since May 2018, YAPP Automotive Systems Co., Ltd. (hereinafter referred to as “YAPP” or “the Company”) is a global supplier specialized in R&D, manufacturing and marketing of automotive energy storage system and thermal management system products. Currently, the Company owns 26 production facilities (9 of which are outside of China), 7 engineering centers (4 of which are outside of China). The Company operates in 11 countries (including China, India, Russia, Czech Republic, Germany, the United States, Mexico, Uzbekistan, Brazil, Japan, and France), serving international customers like Volkswagen, Audi, GM, Benz, Nissan, and Toyota, etc., domestic customers like BYD, FAW, Changan, SAIC, Chery, and Geely, et., as well as new forces of innovative automobiles like NIO, Leapmotor, Seres and Hozon, etc.. For a long time, the Company has maintained industry positions of No. 1 in China and No. 3 in the world.



Global Footprint



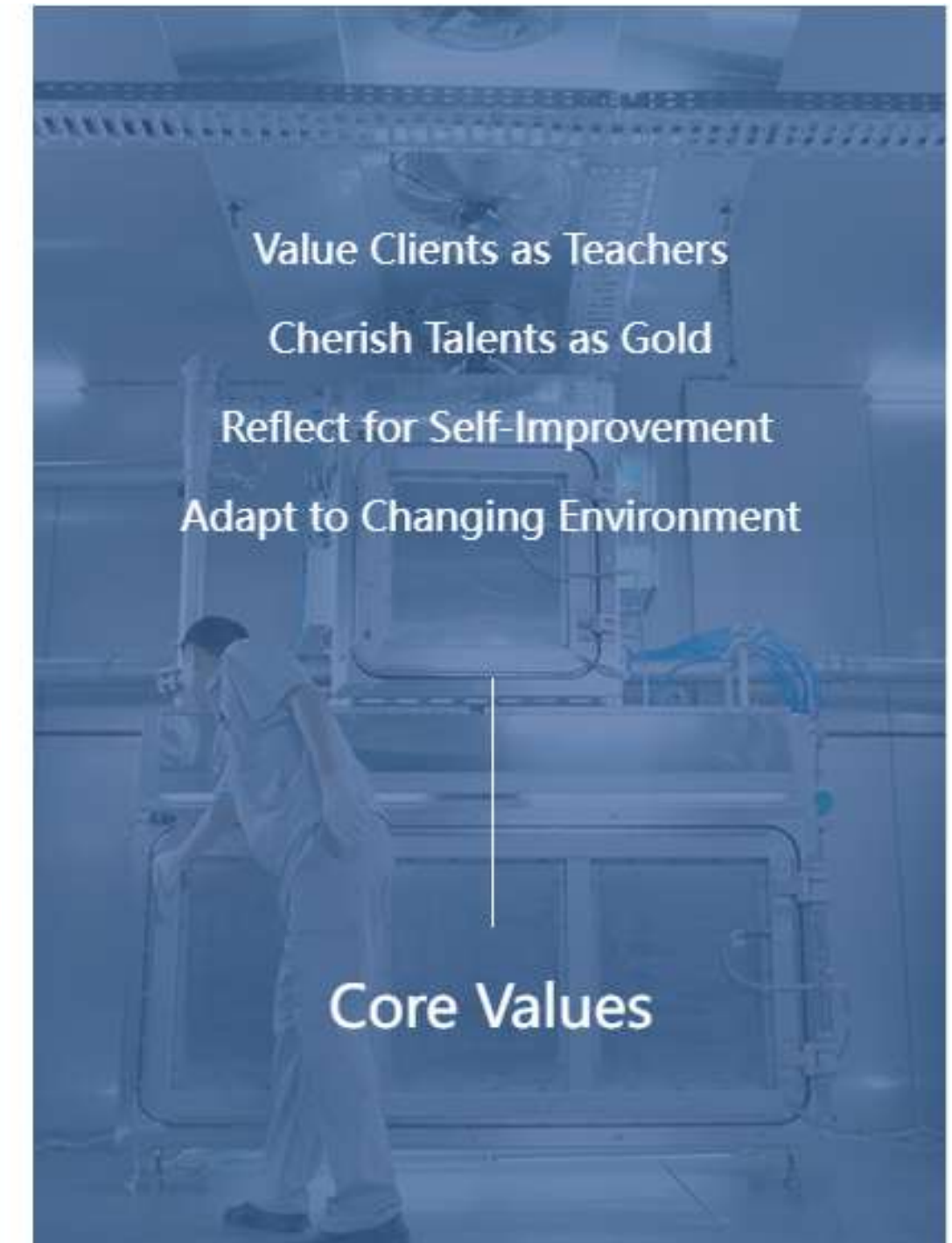
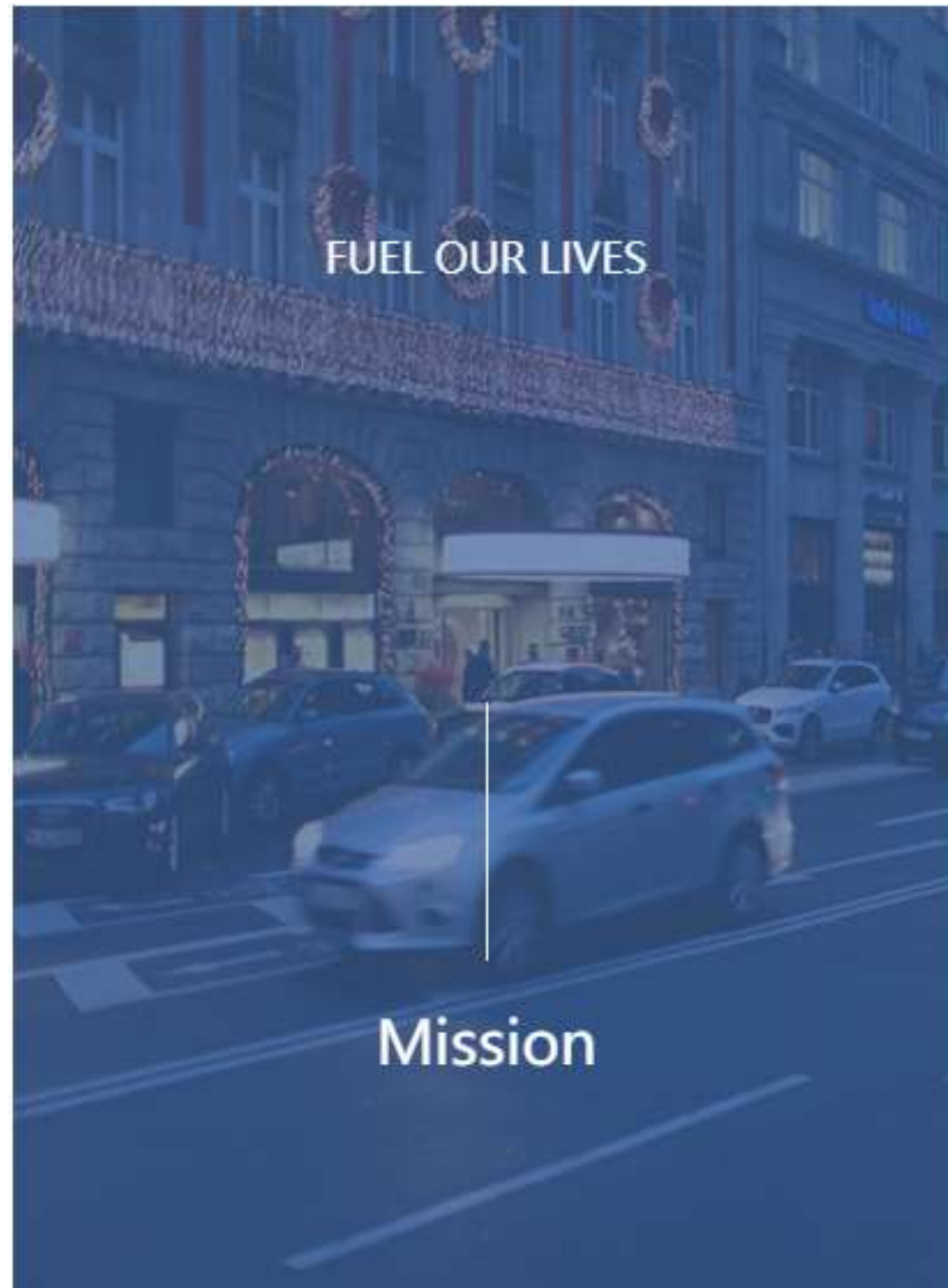
Quality System Certification

Valuing customers as teachers, YAPP has established its own international quality control and management system by integrating relevant German, U.S., and Japanese quality management systems into its own system, so that it can expand its business globally.

The operation standards of the auto industry, where the Company is located, is the benchmark for the manufacturing sector, and YAPP's customers' expectations are the benchmarks for this leading industry.

Third-Party Certified Management Systems			
IATF 16949		Quality Management Systems	
ISO 14001		Environmental Management Systems	
ISO 45001		Occupational Health and Safety Management Systems	
ISO/TS IEC 17025		CNAS-CL01 Accreditation Criteria for the Competency of Testing and Calibration Laboratories	
GB/T 29490		Enterprise IPR Management	
GB/T22080-2016/ISO/IEC 27001		Information Security Management Systems	
GB/T 23001-2017 / T/AIITRE 10003		Integration of Information and Industrialization Management Systems(AAA)	
Second-Party(OEMs) Certified Management Systems			
VW	Formel Q	FORD、JMC	Q1
GM	BIQS	NISSAN、NISSAN USA	ASES
PSA	QSB+	CHANG' AN	QCA
GAC-HONDA	SQM	CHANG' AN-MAZDA	G-MSA
SAIC、FAW-CAR、FAW-Hongqi、Fujian-Benz、Chery	VDA 6.3	GAC-Toyota	SQS

Company Culture



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Contact US

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Introduction to Sustainability Report

At YAPP INDIA, we take pride in being a trusted partner in the manufacture and assembly of plastic fuel tank systems and their components for the automotive industry. Our journey has been built on innovation, quality, and responsibility, and we recognize that sustainable growth must balance economic performance with environmental stewardship and social well-being. This Sustainability Report reflects our ongoing commitment to Environmental, Social, and Governance (ESG) principles, which form the foundation of our business strategy.

The year 2024–25 was a defining period where we strengthened our efforts to reduce environmental impacts, enhance operational efficiency, and create long-term value for all stakeholders. We focused on reducing carbon emissions, optimizing energy and water usage, and adopting cleaner technologies in our processes. In alignment with global sustainability goals and national priorities, we are working towards embedding circularity in our operations and supporting India's transition to a low-carbon future.

On the social front, we remain committed to building a safe, inclusive, and engaging workplace. Through training, skill development, and fair employment practices, we empower our people to contribute meaningfully to our collective growth. Our governance practices emphasize transparency, ethical decision-making, and accountability, ensuring that we conduct business responsibly and with integrity. This report provides an overview of our sustainability initiatives, performance, and future roadmap. It reflects not only our achievements but also our aspirations to continuously improve, innovate, and contribute positively to the environment, our employees, our customers, and society at large.



Organizational Details

GRI 2-1:

Legal Name: YAPP INDIA AUTOMOTIVE SYSTEMS LIMITED

Nature of ownership and legal form: YAPP INDIA

Location of its headquarters:

Pune plant : Plot No. A-3/A, MIDC Chakan Phase II, Village Khalumbre, Taluka Khed,
District Pune – 410501. Maharashtra, India.

Chennai plant : Ford New Supplier Park, Melrosapuram, Chittamannur Village, S.P.Koil Post,
Chengalpattu Taluk,Kancheepuram District – 603204. Tamilnadu, India.

Nashik plant : C S 4264, Gat No 243/2, Trimbak road, Chandrama Garden, Near Amrut Garden, Pimpalgaon bahula,
Sharmik Nagar, Nashik, Maharashtra – 422012. India.

Countries of operation: INDIA

The reporting period is from April 2024 to March 2025



GOVERNANCE



GRI 2-29: Approach to stakeholder engagement



At YAPP INDIA, we recognize the importance of building strong, transparent, and collaborative relationships with our stakeholders. In 2024, we conducted comprehensive stakeholder engagement sessions to understand the perspectives of employees, customers, suppliers, regulators, and community representatives. These interactions helped us align our sustainability priorities with stakeholder expectations, ensuring inclusivity in decision-making. Feedback gathered was systematically analyzed and integrated into our business strategy, strengthening trust and accountability. This proactive approach reinforces our commitment to responsible growth and long-term value creation.

GRI 3-1: Process to determine material topics

YAPP INDIA successfully completed a comprehensive materiality assessment in 2024 to identify and prioritize key ESG issues most relevant to our business and stakeholders. Through structured evaluations and stakeholder consultations, we mapped critical environmental, social, and governance topics that directly impact our operations and long-term growth. Based on this assessment, we developed specific Key Performance Indicators (KPIs) to ensure continuous monitoring and measurable progress. This process strengthens our ability to focus on material issues, enhance transparency, and align with global sustainability standards.

GRI 2-21: Remuneration Practices

At YAPP INDIA, we ensure fair and equitable compensation practices across all levels of the organization. For 2024, the ratio of the annual total compensation of the highest-paid individual to the median annual total compensation of all employees stood at **0.7**, reflecting our commitment to balanced pay structures and minimizing gaps. This demonstrates our focus on inclusivity, fairness, and responsible workforce management, fostering long-term employee trust and satisfaction

GRI 2-26: Mechanisms for seeking advice and raising concerns

YAPP INDIA has established a robust whistleblower system to uphold transparency, ethics, and accountability across its operations. The system provides employees and stakeholders with a secure and confidential platform to raise concerns regarding misconduct, unethical practices, or policy violations without fear of retaliation. During 2024, no (0) reports were received through this mechanism, reflecting the effectiveness of our governance practices and ethical culture. The whistleblower framework remains a critical safeguard, reinforcing trust, integrity, and responsible business conduct within our organization.

GRI 3-2 : List of Material Topics

ENVIRONMENTAL TOPICS

1. Lifecycle environmental impact of products
2. Plastic waste reduction and recycling initiatives
3. GHG emissions reduction in product transportation
4. Resource efficiency in manufacturing processes
5. Product design for sustainability (lightweighting, recyclability)
6. Renewable energy adoption in operations
7. Water reuse and zero-discharge initiatives
8. Prevention of soil and groundwater contamination
9. Carbon footprint reduction strategies
10. Supplier environmental performance monitoring

SOCIAL TOPICS

1. Workplace safety in manufacturing operations
2. Fair compensation and benefits
3. Equal opportunity in hiring and promotions
4. Prevention of child labor and forced labor
5. Supplier social compliance audits
6. Employee grievance redressal mechanisms
7. Training on ESG awareness and sustainability practices
8. Engagement with local educational institutions for skill-building
9. Respect for indigenous and vulnerable communities
10. Employee health and wellness programs

GOVERNANCE TOPICS

1. Ethical sourcing and procurement practices
2. Anti-corruption training for employees and suppliers
3. Whistleblower protection mechanisms
4. ESG performance disclosure and reporting
5. Board accountability on ESG targets
6. Internal audit and compliance monitoring
7. Supplier due diligence and risk assessments
8. Conflict of interest management
9. Compliance with international trade regulations
10. Business continuity and crisis management planning



YAPP INDIA is committed to fostering fair and equitable compensation for all employees. As part of our actions toward closing the living wage gap, we conducted training sessions on fair compensation practices in 2024. These programs aimed to build awareness among managers and HR teams on wage equity, transparency, and compliance with industry benchmarks. By strengthening internal capacities, we ensure employees are compensated fairly and sustainably. This initiative supports inclusivity, financial well-being, and long-term employee satisfaction.

YAPP INDIA conducted a comprehensive Pay Gap Audit in 2024 to ensure fairness, transparency, and equity in employee compensation across all levels of the organization. The audit focused on evaluating salary structures, identifying potential disparities, and ensuring compliance with equal pay principles regardless of gender, role, or background. Findings confirmed that compensation practices remain equitable and aligned with industry benchmarks. This proactive monitoring strengthens employee trust, supports diversity and inclusion, and reinforces our commitment to creating a fair and motivating workplace environment.

At YAPP INDIA, we are committed to upholding fair wage practices that respect the dignity and well-being of our workforce. In 2024, 0% of our direct employees were paid below the living wage, reaffirming our dedication to equitable compensation. This achievement reflects our strong alignment with social responsibility and our efforts to foster financial security and stability for all employees. By ensuring fair pay, we promote employee satisfaction, reduce inequalities, and strengthen our culture of trust, inclusivity, and sustainable growth.

In 2024, YAPP INDIA achieved 100% coverage of direct employees under living wage benchmarking analysis, ensuring that compensation practices are fair, competitive, and aligned with global standards. This assessment allowed us to validate that all employees receive wages that meet or exceed the recognized living wage, supporting their well-being and quality of life. By embedding this practice into our sustainability framework, we strengthen equity, enhance employee trust, and demonstrate our long-term commitment to responsible employment and social sustainability across the organization.

At YAPP INDIA, we ensure fair compensation practices extend to all categories of our workforce. In 2024, 0% of all employees, including both direct employees and non-employee workers, were paid below the living wage. This outcome highlights our commitment to equitable pay, social responsibility, and respect for human rights across our operations. By guaranteeing living wage compliance for every worker, we foster financial stability, inclusivity, and well-being, reinforcing our dedication to sustainable and ethical business practices within the automotive industry.

GRI 205-2 : Communication and training about anti-corruption policies and procedures



YAPP INDIA places strong emphasis on ethical business practices and integrity. In 2024, we conducted employee training programs focused on corruption and bribery prevention, ensuring that all staff are well-informed about our anti-corruption policies and codes of conduct. These sessions highlighted the importance of ethical decision-making, transparency, and compliance with legal as well as organizational standards. By fostering awareness and accountability, we strengthen our governance framework, reduce risks of unethical behavior, and build a culture of trust and responsibility across our operations.

YAPP INDIA is committed to embedding ethics and integrity into every aspect of its operations. In 2024, a high percentage of employees received training on business ethics, reinforcing their understanding of corporate values, compliance requirements, and ethical decision-making. The training emphasized accountability, transparency, and responsible conduct, ensuring employees are equipped to handle ethical dilemmas effectively. This initiative strengthens our governance culture, promotes trust with stakeholders, and safeguards long-term sustainability by aligning employee actions with the company's core principles of fairness and integrity.

In 2024, YAPP INDIA ensured that 100% of employees were trained on business ethics, strengthening our culture of integrity, accountability, and responsible decision-making. The training program covered ethical conduct, anti-corruption practices, compliance with laws, and respect for stakeholder rights. By embedding these principles across all levels of the organization, we empower employees to act responsibly and uphold the highest governance standards. This initiative reinforces our commitment to ethical business practices, transparency, and trust, ensuring sustainable growth and long-term stakeholder confidence.

YAPP INDIA carried out an anti-corruption audit to evaluate compliance with ethical business practices, anti-bribery measures, and corporate governance standards. The audit reviewed policies, employee awareness, supplier interactions, and internal controls to ensure transparency and integrity in all operations. No irregularities or non-compliances were identified, reaffirming our strong commitment to fair business conduct. This initiative strengthens stakeholder trust, safeguards the company's reputation, and aligns with global best practices in combating bribery and corruption across the value chain.



GRI 205-3 : Anti-Corruption Practices

YAPP INDIA is committed to the highest standards of integrity and ethical business conduct. In 2024, the company reported zero confirmed corruption incidents, reflecting our strong governance framework and compliance culture. We continue to implement preventive measures, including awareness programs, internal audits, and strict adherence to our Code of Conduct, to ensure transparency and accountability. This achievement demonstrates our commitment to fair business practices, safeguarding stakeholder trust, and reinforcing our zero-tolerance approach under the





In 2024, YAPP INDIA ensured that 100% of all buyers received comprehensive training on sustainable procurement practices. The program emphasized integrating environmental, social, and governance considerations into supplier selection and purchasing decisions, fostering alignment with our ESG commitments. By strengthening buyer awareness and capacity, we aim to promote responsible sourcing, reduce risks across the value chain, and encourage supplier compliance with sustainability standards. This initiative reflects our proactive approach to building a resilient and ethical supply chain.

In 2024, YAPP INDIA ensured that 100% of all buyers received dedicated training on sustainable procurement practices. The program focused on integrating environmental, social, and ethical considerations into sourcing decisions, thereby strengthening responsible supply chain management. By equipping buyers with the right knowledge and tools, we reinforced our commitment to fair, transparent, and sustainable purchasing. This initiative supports long-term supplier partnerships, enhances compliance with global standards, and aligns procurement activities with our ESG goals.

GOVERNANCE PERFORMANCE DATA

GRI: 201-1

100 %

Percentage of direct employees covered by a living wage benchmarking analysis

GRI: 205-2

100 %

Percentage of employees trained on business ethics

GRI: 205-3

0 Nos

Number of confirmed corruption incidents

GRI: 201-1

0 Nos

Percentage of all employees paid below living wage, including direct employees and non-employee workers

GRI: 2.21

0.7 Ratio Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees

GRI: 201-1

0 Nos

Percentage of direct employees paid below living wage

GRI: 204-3

100 %

Percentage or number of all buyers who received training on sustainable procurement

ENVIRONMENT





Material Granulator Machine

GRI 301-1

The Material Granulator Machine is designed for efficient recycling and size reduction of scrap materials in manufacturing operations. It is equipped with a robust motor, drive belts, and pulley system to ensure smooth cutting performance. The machine features a rotor fitted with blades, adjustable within a 0.4–0.7 mm gap, and secured with a torque of approximately 600 Nm. Safety is prioritized through emergency stop buttons, safety key switches, and protective guards. A dust collector with blower and cotton bag system ensures clean operations. Routine lubrication, filter cleaning, and alignment checks support durability, reliability, and compliance with environmental and safety standards.

Sustainable Materials Use



YAPP INDIA promotes sustainable materials use by integrating recycled plastics and lightweight polymers in fuel tank systems, reducing resource consumption and emissions. We prioritize eco-efficient design, supplier collaboration, and circular economy practices, aligning with ESG commitments to minimize environmental impact while supporting automotive sustainability goals.

At YAPP INDIA, we are committed to sustainable product development through the responsible use of materials. We have transitioned to biodegradable and eco-friendly alternatives in our manufacturing of plastic fuel tank systems and components, significantly reducing environmental impact. By minimizing reliance on conventional plastics and promoting circular solutions, we enhance resource efficiency and support global sustainability goals. Our approach fosters innovation, reduces waste, and demonstrates our dedication to creating environmentally responsible automotive solutions for a cleaner and greener future.

At YAPP INDIA, we prioritize sustainable product development by integrating eco-friendly and biodegradable materials into our manufacturing processes. Currently, 35% of our total input materials are recycled, reflecting our commitment to resource efficiency and circular economy principles. By reducing dependence on virgin plastics and promoting responsible sourcing, we minimize environmental impact and support global climate goals. Our approach enhances innovation, reduces waste, and strengthens our contribution to a greener automotive sector, ensuring long-term sustainability across our operations and products.

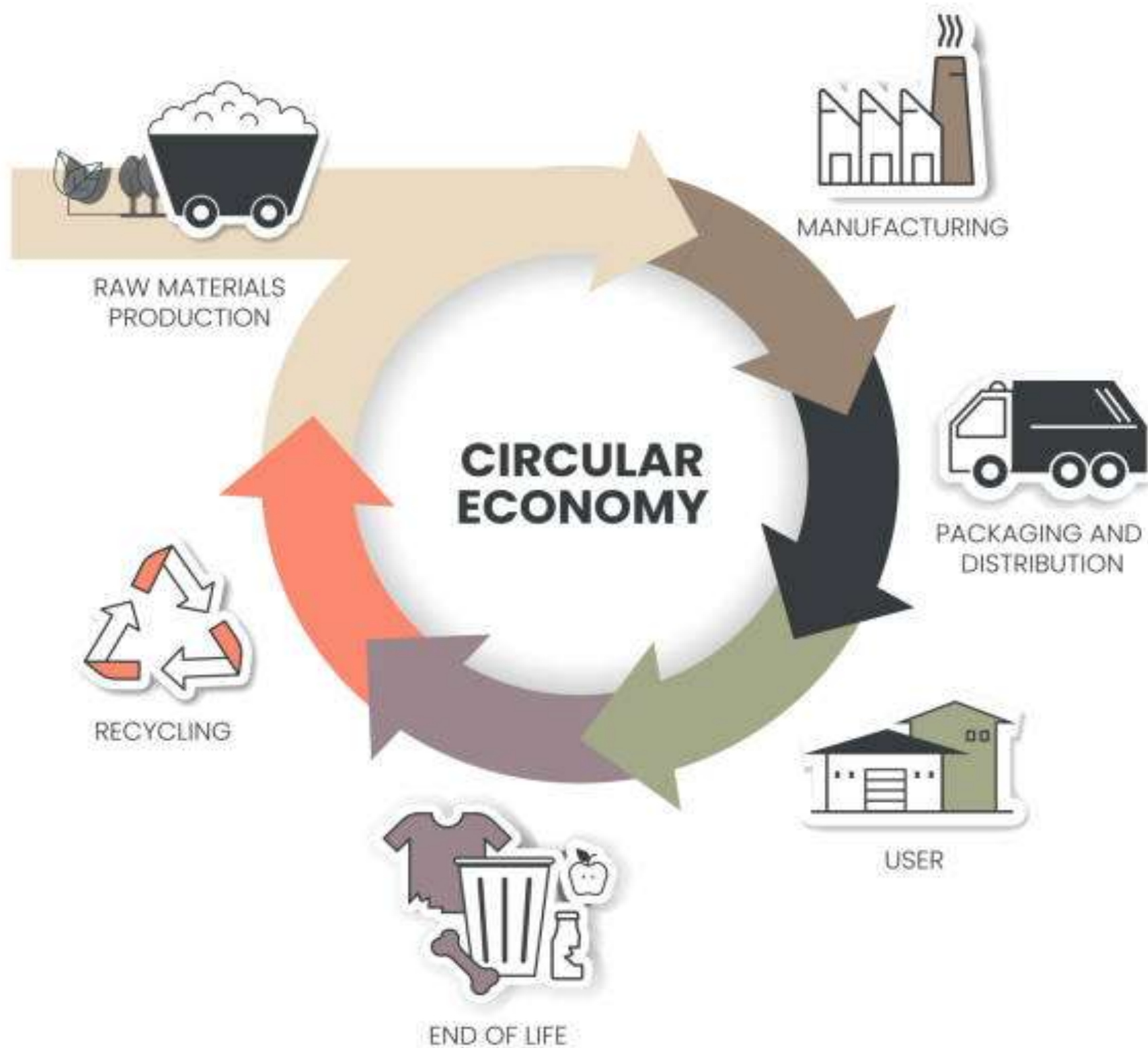
At YAPP INDIA, we prioritize sustainable product development by integrating biodegradable and eco-friendly materials into our processes. Currently, 35% of our input materials are recycled, reducing reliance on virgin plastics. In FY 2025, our materials, chemicals, and waste consumption totaled 16,487.39 liters, which we continually monitor to minimize environmental impact. Through responsible sourcing, waste reduction, and circular economy practices, we foster

At YAPP INDIA, sustainability is integrated across the product life cycle. We use eco-friendly and biodegradable materials, with 35% of input sourced from recycled content, while monitoring materials, chemicals, and waste consumption of 16,487.39 liters. To ensure circularity, 55 products reached end-of-life in FY 2025, managed responsibly through safe disposal and recycling practices. Our approach minimizes environmental impact, reduces waste, and aligns with circular economy principles, reinforcing our commitment to a cleaner automotive sector and sustainable future.

Product end-of-life



End-of-life Product Management



Sustainable Raw Material Usage

GRI 301-1

Evidence includes purchase records of recycled or eco-friendly raw materials, supplier declarations on sustainable sourcing, and certificates for compliance with REACH and RoHS standards. Material Safety Data Sheets (MSDS) of chemicals used in production are documented to prove safe usage. YAPP India also attaches audit records of suppliers to validate ESG integration across the supply chain. Evidence includes reports on substituting virgin plastic with recycled content and adopting lightweight plastic fuel tank designs that reduce overall vehicle emissions. This demonstrates our innovation in sustainable product design while promoting resource efficiency and responsible material sourcing.

Green Material Innovation

GRI 301

YAPP India prioritizes the substitution of hazardous substances with safer alternatives wherever technically feasible. For example, eco-friendly solvents, water-based adhesives, and low-toxicity cleaning agents are adopted to reduce chemical exposure. Material Safety Data Sheets (MSDS) are reviewed before procurement to ensure compliance with REACH and RoHS requirements. Regular employee training and supplier engagement support smooth transition to safer inputs. Evidence includes procurement records, chemical inventory updates, and substitution feasibility studies. This initiative minimizes risks to employees, customers, and the environment, demonstrating our proactive role in aligning with ESG standards and ensuring sustainable, safe manufacturing operations in the automotive sector.

Efficiency Improvement Measures

GRI 302

YAPP India continuously invests in upgrading machines and processes to enhance energy efficiency. Examples include replacing old motors with IE3/IE4 energy-efficient motors, installing LED lighting across facilities, and adopting Variable Frequency Drives (VFDs) for compressors and pumps. Energy meters and monitoring systems track performance improvements against baseline consumption. Annual reports highlight quantified energy savings achieved through these upgrades.





KBS 241 Blow Molding Machine

GRI 301-1

Blow molding operations are advanced manufacturing processes used to produce hollow plastic components, such as fuel tanks, containers, and bottles, with high precision and efficiency. The process involves melting plastic, forming it into a parison, and inflating it within a mold using compressed air to achieve the desired shape. Blow molding machines, like the KBS 241, integrate pneumatic systems, conveyor mechanisms, and precision sensors to ensure accuracy, consistency, and durability. Preventive maintenance practices, including lubrication, leakage checks, and sensor calibration, enhance performance. Environmentally, these operations emphasize energy efficiency, air leakage control, waste reduction, and recycling to support sustainable manufacturing practices.

MQB AO Assembly Table B (Fuel Pipe Insertion)

GRI 301-1

The MQB AO Assembly Table B (Fuel Pipe Insertion) is maintained through a structured preventive maintenance checklist that ensures operational reliability and environmental responsibility. Key checks include machine cleaning to prevent dust emissions, inspection of air curtain fans, pneumatic systems, and air handling units for leakages, along with lubrication of sliding mechanisms and bearings. Regular monitoring of valves, gauges, sensors, and insertion tools ensures energy efficiency and safety. Ventilation fan filters and tube lights are inspected to optimize performance. These practices reduce downtime, prevent energy losses, and extend machine life while minimizing environmental impact.

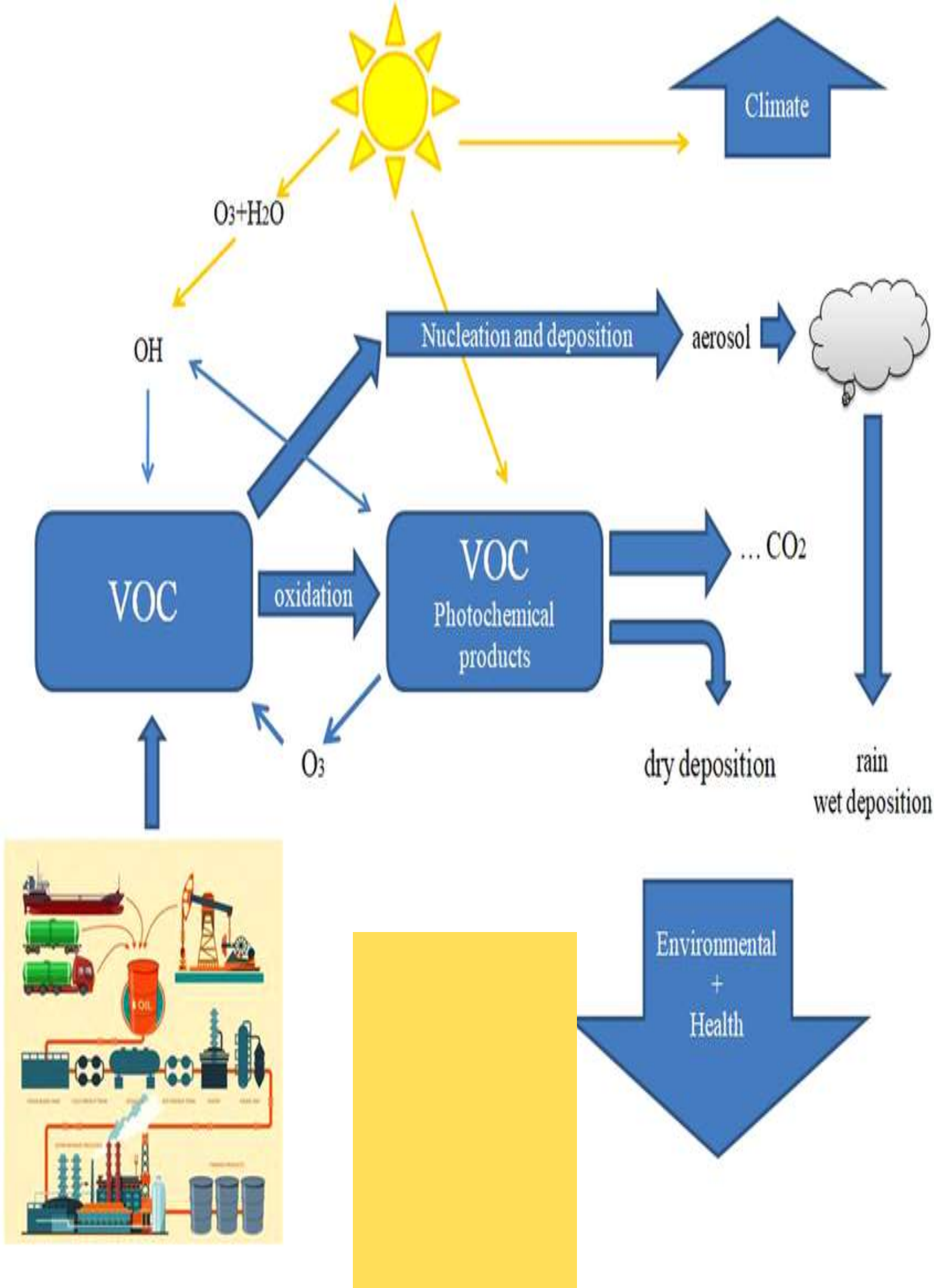




MQB AO Assembly Table D (Pump Test Machine)

GRI 301

This preventive maintenance checklist, dated 12/07/2025, for the MQB AO Bracket Continuity Test Machine (M040) at YAPP India Automotive Systems, Pune, ensures safe and efficient machine operation. Monthly checks include cleaning the machine to avoid dust or leakage, inspecting tube lights, verifying earthing (N-E voltage $<1.2V$), monitoring panel incoming voltage, and checking filters every six months. It also covers inspection of DC valves, relays, continuity systems, and electrical connections for damages or loose routing. All checkpoints were marked OK, with corrections found and resolved, ensuring operational reliability. The checklist was completed by Bhatu and duly approved.



Eco Material Usage

GRI 301

YAPP India maintains strict oversight over the lifecycle of materials, chemicals, and wastes generated during operations. Procurement processes ensure sustainable and compliant inputs, supported by supplier declarations and MSDS records. Chemical inventories are updated regularly to track usage and minimize storage risks. Waste generated is monitored, categorized, and disposed of responsibly through certified agencies. Documentation includes purchase records, usage logs, and compliance reports under the Hazardous Waste Rules. By adopting a lifecycle approach to materials management, YAPP India enhances operational efficiency, ensures regulatory compliance, and demonstrates our ESG-aligned commitment to minimizing environmental risks and promoting sustainable practices.

Resource Efficiency Drive

GRI 301

YAPP India prioritizes process optimization techniques to minimize raw material usage while maintaining product quality and performance. Lean manufacturing practices, improved mold design, and advanced production planning reduce scrap generation and rework. Data-driven monitoring identifies inefficiencies, enabling continuous improvement. Collaboration with suppliers ensures material supply optimization and inventory management. Documentation includes process audit reports, scrap reduction records, and efficiency improvement logs. This initiative reduces procurement costs, conserves resources, and supports our ESG objectives of material efficiency and waste minimization. It also contributes to customer value creation by offering sustainable products manufactured with reduced environmental footprint.

Circular Product Engineering

GRI 301-3

Our products are designed with sustainability in mind, incorporating features that enable easy disassembly, remanufacturing, and recycling. Modular structures, standardized components, and material labeling simplify end-of-life processing and resource recovery. By reducing product complexity, we ensure that parts can be efficiently reused, repaired, or recycled. Collaboration with suppliers and recyclers enhances recovery systems and promotes closed-loop material flows. This design philosophy extends product lifespans, reduces landfill dependency, and supports circular economy objectives. By prioritizing eco-design, we demonstrate innovation, responsibility, and long-term commitment to minimizing waste and conserving resources throughout the product lifecycle.

Green Resource Utilization

GRI 301-1

We actively promote the use of eco-friendly and bio-based input materials across our operations to reduce dependence on non-renewable resources. Materials derived from renewable sources, such as plant-based polymers and biodegradable additives, are prioritized where feasible. This reduces carbon emissions, minimizes ecological impact, and supports sustainable product lifecycles. Our procurement team evaluates suppliers on their ability to provide certified eco-friendly materials, ensuring quality and compliance. By integrating bio-based alternatives into design and production, we not only reduce environmental harm but also align with circular economy principles, fostering innovation and resilience in sustainable manufacturing practices.

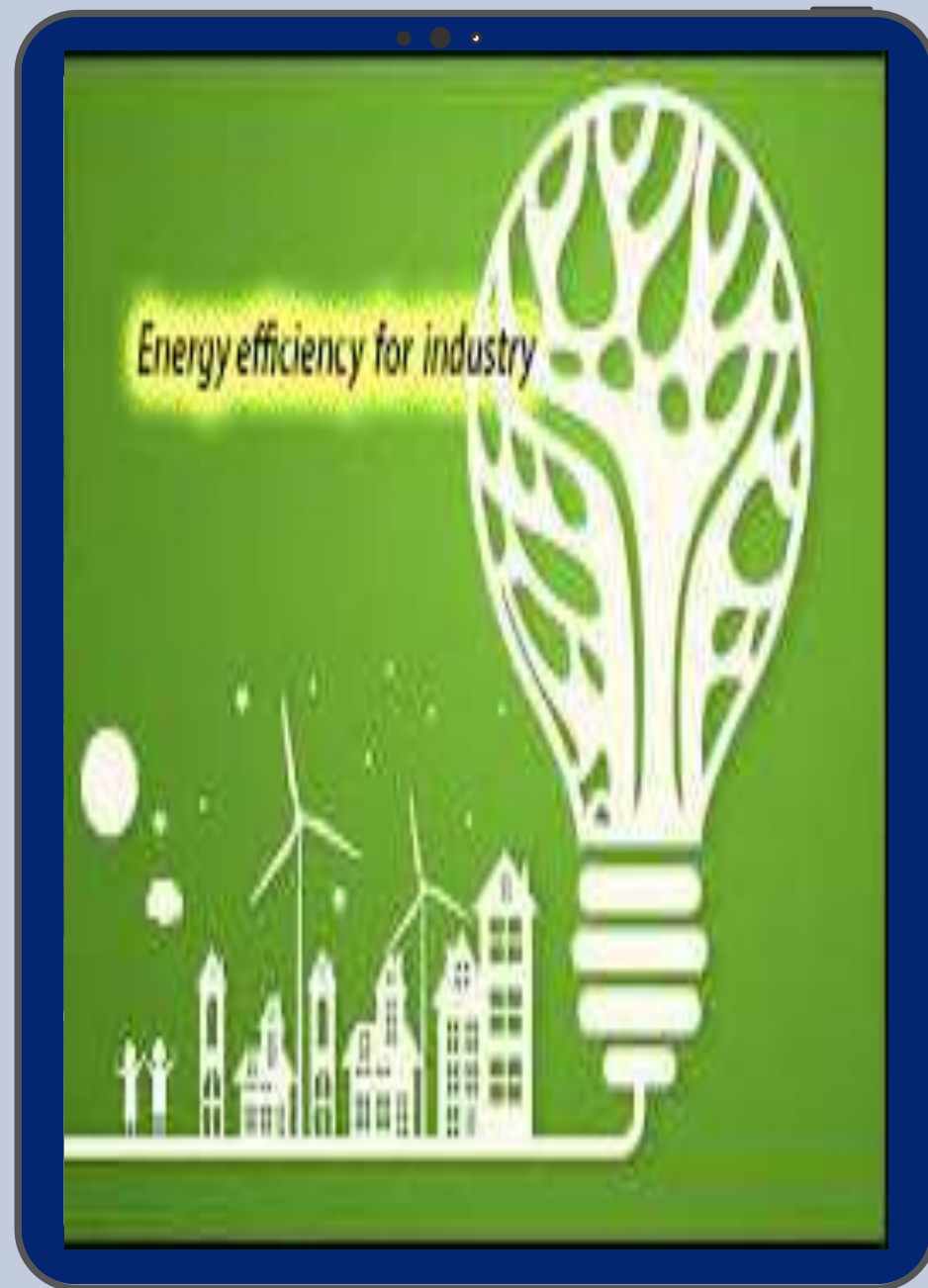


Secondary Resource Integration

GRI 301-2

We integrate recovered input materials into our production processes to reduce reliance on virgin resources and promote circularity. These include recycled metals, plastics, and other industrial by-products that meet quality and safety standards. Suppliers are evaluated for certifications ensuring recovered inputs are responsibly sourced. Advanced sorting and processing technologies enable consistent integration without compromising product performance. This initiative reduces carbon footprint, diverts waste from landfills, and lowers overall material costs. By closing material loops and maximizing resource efficiency, we contribute to a sustainable value chain while supporting global efforts toward a circular economy.





Energy Consumption and Efficiency Records

GRI 302-1

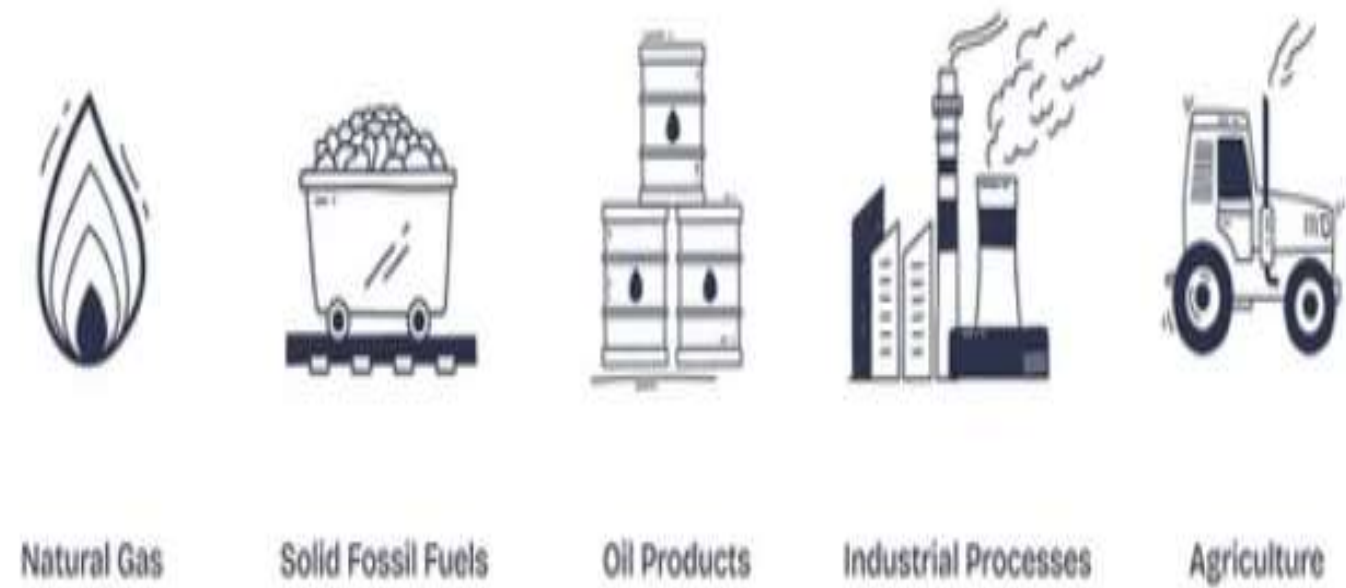
Evidence includes monthly and annual electricity bills, sub-metering data, and energy audit reports conducted by certified agencies. This helps demonstrate actual energy consumption trends within our manufacturing facility. Installation of energy-efficient lighting systems, variable frequency drives (VFDs), and power factor correction equipment are documented with purchase and commissioning certificates. Evidence also covers investment in renewable energy sources like solar panels with power generation records. These records validate YAPP India's commitment to reducing carbon intensity per unit of production and show quantifiable progress towards achieving energy efficiency benchmarks as per ISO 50001 standards

At YAPP INDIA, we are committed to reducing our carbon footprint through renewable energy adoption and climate-conscious practices. We actively integrate solar and other renewable sources into our operations to decrease reliance on fossil fuels. By improving energy efficiency, optimizing processes, and monitoring greenhouse gas emissions, we drive measurable reductions in carbon intensity. Our carbon action plan emphasizes innovation, resource efficiency, and alignment with global climate goals, ensuring we contribute to a sustainable, low-carbon automotive value chain.

At YAPP INDIA, we recognize energy efficiency as a key driver of sustainability and operational excellence. We have invested in advanced machinery, energy-efficient lighting, and smart process controls to reduce energy consumption across our facilities. Regular energy audits guide our improvement plans, ensuring measurable savings and reduced greenhouse gas emissions. These investments not only lower operational costs but also strengthen our commitment to climate action. By prioritizing efficiency, we align with global sustainability goals and support a greener automotive sector.

In FY 2025, YAPP INDIA's total energy consumption amounted to 7,110,414 kWh, with a portion sourced from renewable energy. We actively monitor energy use and associated greenhouse gas (GHG) emissions to identify reduction opportunities. Investments in energy-efficient machinery, LED lighting, and process optimization help lower energy intensity and carbon footprint. These initiatives support our commitment to climate action, operational efficiency, and sustainable automotive manufacturing, aligning with global environmental standards and fostering long-term environmental responsibility.

GHG emission sectors



Renewable Energy Utilization Proof

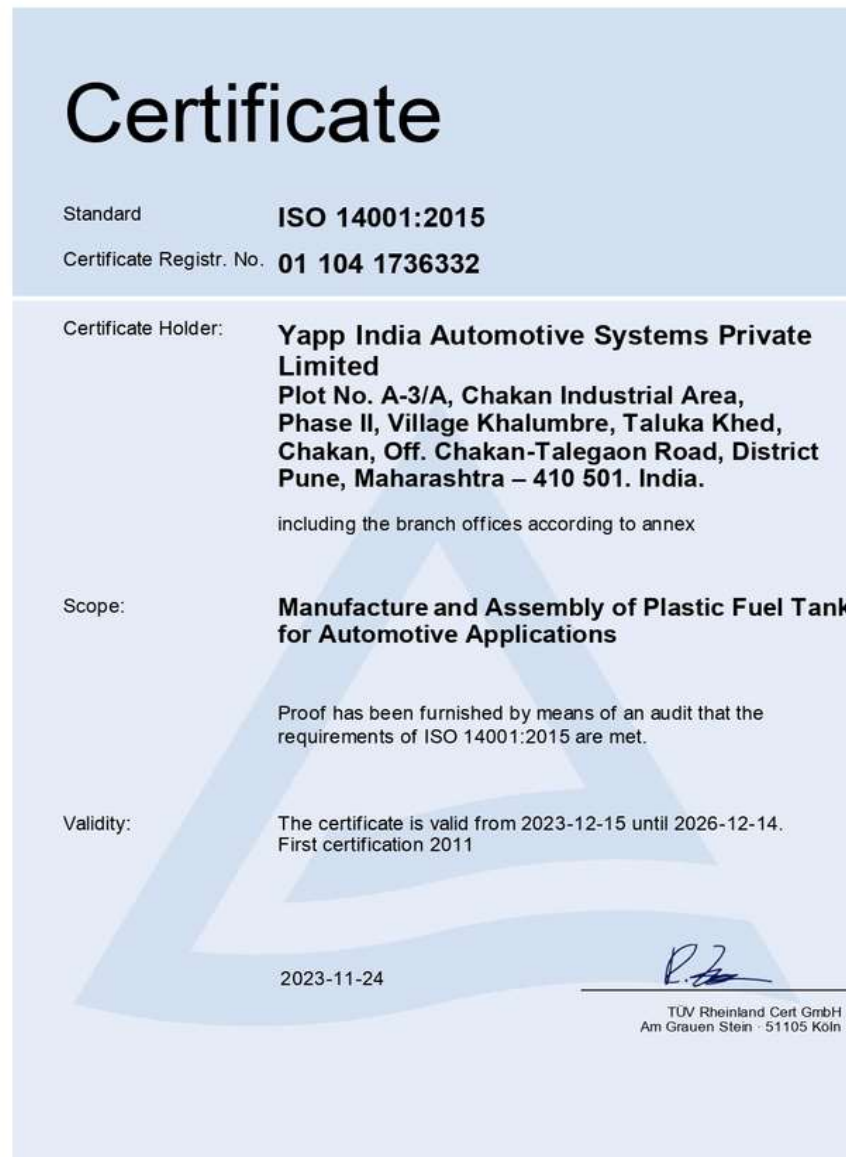
GRI 302-1

Evidence includes solar panel installation certificates, net metering agreements with electricity boards, and monthly solar generation data logs. Documentation also includes photographs of renewable installations and invoices of solar power equipment. Contracts or Power Purchase Agreements (PPAs) with renewable energy suppliers are attached to show YAPP India's reliance on green electricity. Tracking systems demonstrate the percentage of renewable energy in total energy mix. This validates our commitment to decarbonization and aligns with ESG targets of increasing renewable adoption, reducing Scope 2 emissions, and contributing towards India's national renewable energy capacity expansion goals.

At YAPP INDIA, energy efficiency is central to our sustainability strategy. In FY 2025, our total energy consumption was **7,110,414 kWh**, which we continuously monitor to identify reduction opportunities. We invest in advanced machinery, energy-efficient lighting, and smart process optimization to reduce energy intensity. Regular energy audits ensure measurable improvements, leading to lower operational costs and reduced greenhouse gas emissions. These initiatives demonstrate our commitment to responsible energy use, climate action, and building a greener, more efficient automotive manufacturing process.

At YAPP INDIA, we are committed to reducing our environmental footprint through renewable energy adoption and energy efficiency. In FY 2025, our total energy consumption was **7,110,414 kWh**, of which **204,173.2 kWh** ($\approx 2.87\%$) came from renewable sources such as solar power. We continue to invest in energy-efficient machinery, LED lighting, and smart controls to lower energy intensity and emissions. Regular audits guide our carbon action plan, aligning our operations with global sustainability goals and fostering a low-carbon automotive value chain.

ISO 14001:2015 (Environmental Management)



ISO 14001:2015 (Environmental Management)

GRI: 302

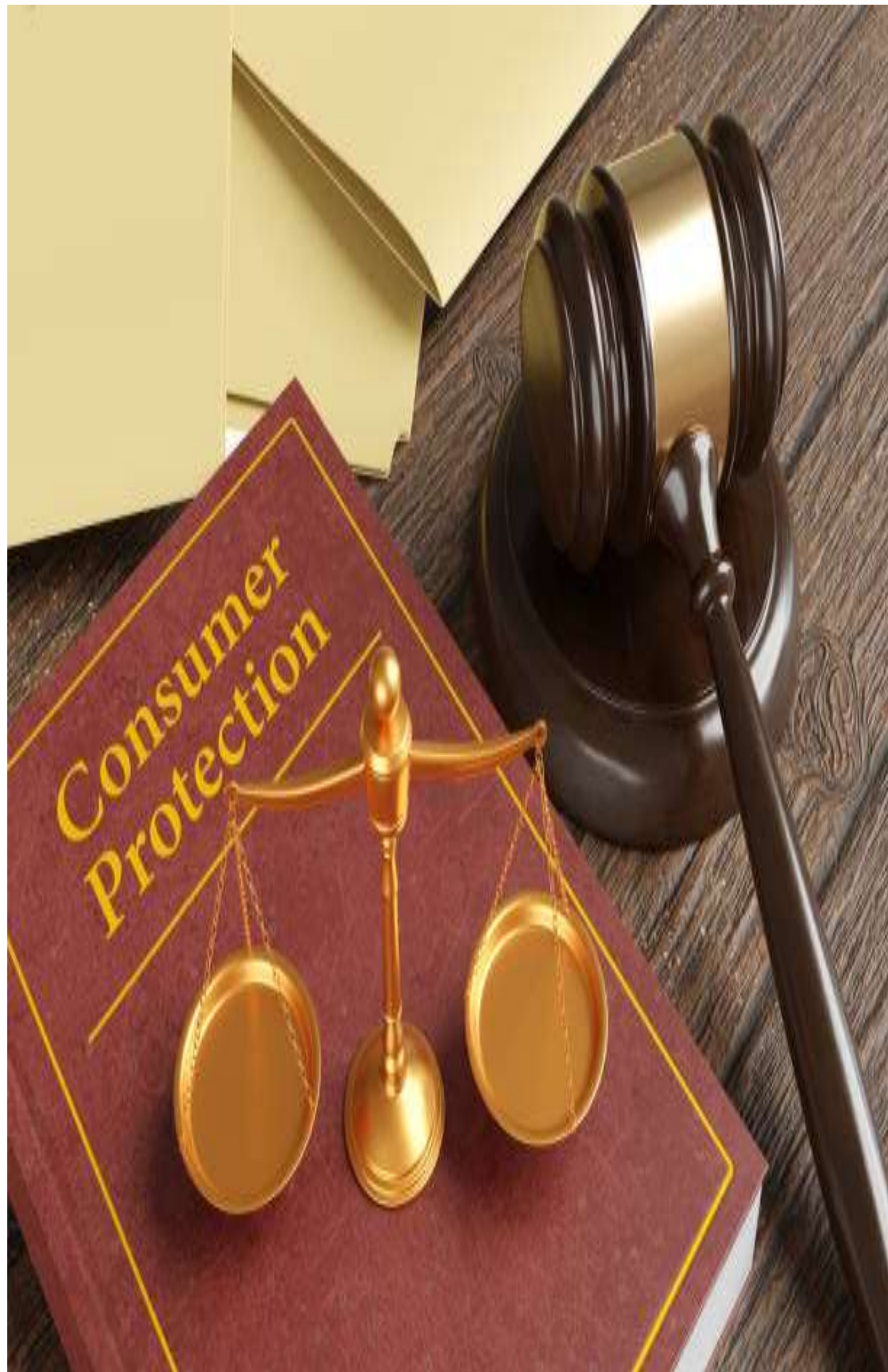
YAPP INDIA has achieved ISO 14001:2015 certification, demonstrating our commitment to effective environmental management practices. This certification reflects our focus on minimizing environmental impacts, complying with legal requirements, and driving continuous improvement in resource efficiency and waste reduction. Through systematic monitoring and control, we strengthen our sustainability framework, reduce risks, and promote eco-friendly operations across our manufacturing processes. The certification reinforces our responsibility toward environmental stewardship and aligns with our long-term ESG vision.

Hazard Mitigation Framework

GRI 403-5

We have established robust environmental emergency measures to address potential risks such as chemical spills, emissions, leaks, or fires. These include detailed protocols, designated response teams, and quick-access emergency kits located strategically throughout the facility. Regular drills ensure employee readiness, while clear signage and communication systems guide safe evacuation or containment actions. External emergency services and local authorities are engaged in planning to strengthen response efficiency. By prioritizing proactive preparedness and fast recovery, we protect employee health, safeguard surrounding communities, and preserve environmental integrity while demonstrating responsible compliance with regulatory and ESG standards.





Consumer Protection Program

GRI 416

YAPP India develops awareness programs and detailed communication materials to inform customers about health and safety aspects of our fuel tanks and related products. Product manuals, safety datasheets, and usage guidelines are provided with clear instructions for safe handling and disposal. Awareness sessions, surveys, and digital campaigns strengthen customer knowledge. Documentation includes customer communication records, training materials, and feedback reports. This initiative aligns with ESG goals by promoting product stewardship, protecting end-users, and ensuring regulatory compliance.



Hazard Awareness Workshops

GRI 403-5

Employees are provided with comprehensive training on the safe management of hazardous substances to minimize occupational and environmental risks. Training covers hazard identification, use of Safety Data Sheets (SDS), safe storage, spill response, and personal protective equipment (PPE) usage. Hands-on drills reinforce learning, ensuring employees can respond effectively to real-world scenarios. Refresher courses are conducted periodically to keep staff updated with new regulations and best practices. This initiative strengthens workplace safety, prevents environmental contamination, and promotes a culture of accountability where employees actively contribute to sustainable, hazard-free manufacturing practices aligned with ESG commitments.



Hazard Mitigation Framework

GRI 403-5

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Cooling Tower Certificate of Installation

GRI 302 & 303

This is to certify that the below-mentioned asset has been successfully installed at our facility. The equipment, Cooling Tower (2 Nos), was supplied and installed by Aqua Sai Technologies against Invoice No. 821 dated 13.03.2024. The installation took place at YAPP India Automotive Systems Pvt. Ltd., Pune Plant (Chakan) on 01.08.2024. As per records, 30% advance payment has already been released to the vendor. We kindly request the release of the remaining 70% + GST payment. The equipment has been installed properly, is functioning as required, and production has commenced smoothly.

STP Certificate of Installation

GRI 306

This is to certify that the Movable Sewage Treatment Plant (STP) supplied, installed, and commissioned by Enviroharbor Technology LLP under Invoice No. EHT-093/24-25 has been successfully installed at YAPP India Automotive Systems Pvt. Ltd., Nashik Plant on 08/02/2025. The installation was carried out as per the agreed technical specifications and standards. The equipment has been tested, verified, and found to be functioning smoothly, meeting operational requirements. The system is now ready for use in wastewater treatment, ensuring compliance with environmental and sustainability commitments.

Equipment Hire Charges

GRI 302

This invoice will be a service-cum-supply invoice covering both material supply and associated installation services. It will include supply of new lighting equipment such as Highbay Light 150 watts and Street Light 100 watts, along with required electrical accessories like Cable 3C x 2.5 Sq.mm. Additionally, it will cover service charges for dismantling old lights and installing new ones. Since special equipment was needed, hire charges for a truck-mounted boom lift are also included. The invoice will list each item with description, quantity, unit price, and total amount, followed by applicable GST, advance adjustment, and net payable balance.



Greenhouse Gas (GHG) Emission Monitoring

GRI 305-1

Evidence includes annual GHG inventory reports prepared in accordance with the GHG Protocol. We attach emission factor references, calculation spreadsheets, and consultant verification statements. Documentation also includes Scope 1 emissions from fuel use in boilers and generators, Scope 2 emissions from electricity consumption, and Scope 3 emissions from logistics and supply chain activities. Calibration certificates of emission monitoring instruments and stack monitoring reports from accredited laboratories are also part of the evidence. This ensures transparent reporting of carbon footprint and demonstrates our effort in adopting reduction measures such as optimized transportation, fuel efficiency, and

Waste Management Records

GRI 306-3

Evidence includes segregation logs for hazardous and non-hazardous waste, manifests signed by authorized recyclers, and tie-ups with government-approved waste handlers. We attach recycling certificates for plastic scrap, metal scrap, and packaging materials. Records of hazardous waste disposal through TSDF (Treatment, Storage and Disposal Facilities) operators are documented. Photographs of color-coded bins, e-waste recycling receipts, and employee awareness training attendance sheets are part of the evidence. This ensures YAPP India's compliance with the Solid Waste Management Rules 2016, Plastic Waste Management Rules 2016, and Hazardous Waste Rules, aligning with our ESG principle of circular economy adoption.

Water Management and Conservation

GRI 303-1

Evidence includes daily water consumption logs, flowmeter readings, and water audit reports certified by external auditors. Documentation also includes records of rainwater harvesting system installation, borewell recharge structures, and wastewater recycling through ETP (Effluent Treatment Plant). STP treated water reuse for gardening and utilities is supported by lab test reports showing compliance with CPCB standards. Photographic evidence of water conservation campaigns and awareness drives among employees is attached. This demonstrates YAPP India's commitment to minimizing freshwater withdrawal, improving water-use efficiency per unit production, and contributing to India's long-term water security objectives under ESG commitments.

YAPP INDIA actively monitors and manages water resources to ensure sustainable operations. In FY 2025, our total water consumption was **20,278 KL**, measured through comprehensive Water Accounting Audits that assess usage, efficiency, and wastewater management. By optimizing water use, treating wastewater responsibly, and implementing conservation initiatives, we reduce environmental impact, comply with regulations, and promote sustainable manufacturing practices. These efforts strengthen our commitment to water stewardship and align with our broader ESG goals for a responsible and eco-friendly automotive sector.



YAPP INDIA actively manages water resources to promote sustainability. In FY 2025, our total water consumption was 20,278 KL, of which 2,795.44 KL was recycled and reused through efficient water management practices. Comprehensive Water Accounting Audits help monitor usage, optimize efficiency, and ensure responsible wastewater treatment. These initiatives reduce environmental impact, conserve vital resources, and strengthen our commitment to sustainable manufacturing. Our proactive water stewardship aligns with regulatory compliance and supports our broader ESG objectives in the automotive sector.

YAPP INDIA actively monitors and manages water resources to promote sustainable operations. In FY 2025, our total water consumption was 1,105.73 cubic meters, with 2,795.44 KL recycled and reused through efficient water management initiatives. Comprehensive Water Accounting Audits track usage, optimize efficiency, and ensure responsible wastewater treatment. These efforts reduce environmental impact, conserve resources, and reinforce our commitment to sustainable manufacturing practices, regulatory compliance, and alignment with broader ESG goals in the automotive sector.

Pollution Control Compliance Certificates

GRI 307-1

Evidence includes stack emission monitoring reports, ambient air quality test results, and noise monitoring certificates from NABL-accredited labs. Consent to Operate (CTO) and Consent to Establish (CTE) certificates issued by State Pollution Control Board are attached. Annual compliance returns submitted under Air and Water Acts are part of the documentation. Evidence also includes calibration certificates for monitoring equipment and records of maintenance for pollution control devices like scrubbers, filters, and silencers. This ensures YAPP India's strict adherence to statutory compliance while reducing environmental impact of operations, showcasing our responsibility in maintaining clean and safe industrial practices



Water-Saving Innovations

GRI 303

YAPP India has adopted advanced cooling systems designed to minimize freshwater dependency by utilizing recycled water wherever possible. Closed-loop cooling circuits, treated effluent reuse, and rainwater harvesting integration are part of our strategy. These systems significantly reduce water withdrawal from external sources and improve water-use efficiency. Routine monitoring of cooling tower water quality and flow rates ensures optimal performance without compromising equipment safety. This initiative aligns with our ESG goal of conserving water, a critical natural resource, while maintaining manufacturing efficiency. Evidence includes system design records, water meter readings, and water recycling performance reports.

YAPP INDIA conducts comprehensive Water Accounting Audits to measure water consumption, efficiency, and wastewater management across our operations. By systematically tracking water usage, we identify opportunities to reduce consumption and optimize processes. Wastewater is treated and managed responsibly to minimize environmental impact. These audits support regulatory compliance, resource conservation, and sustainable manufacturing practices. Our proactive approach ensures efficient water stewardship, reduces operational risks, and strengthens our commitment to environmental sustainability, aligning with our long-term ESG goals.

Efficient Water Monito

GRI 303

We conduct periodic water audits in line with industry best practices to identify consumption patterns, leakage points, and potential areas for water conservation. The audit covers freshwater intake, process water usage, cooling systems, and domestic consumption. Findings are analyzed to develop corrective actions such as installing low-flow fixtures, recycling wastewater, and reusing treated water for gardening. This process enables YAPP India to set measurable water reduction targets and monitor progress annually. Audit reports validated by external agencies serve as evidence of compliance with environmental standards and demonstrate our commitment to efficient water resource management under ESG principles.

Air Freshening Techniques

GRI 305

YAPP India recognizes that odor emissions from certain production activities can impact workplace comfort and nearby communities. To address this, we use activated carbon filters, ventilation upgrades, and sealing mechanisms in odor-prone areas. Regular monitoring ensures compliance with environmental norms while enhancing indoor air quality for employees. Work instructions emphasize safe handling of chemicals and timely cleaning of equipment to minimize odor generation. Training programs encourage employees to report unusual odors for corrective action. Evidence includes maintenance logs, monitoring results, and procedural documents. This initiative strengthens our ESG framework by ensuring healthier work environments and community well-being

Air Quality Improvement

GRI 305

YAPP India has implemented advanced technologies such as dust collectors, high-efficiency filters, and ventilation systems to control emissions of particulate matter during manufacturing. Work processes are designed to minimize material spillage and airborne particles, especially in molding, finishing, and assembly areas. Regular air monitoring and filter maintenance ensure compliance with national ambient air quality standards. Employee awareness training further strengthens operational discipline in handling raw materials safely. Documentation includes monitoring reports, maintenance records, and third-party certifications. This initiative demonstrates our proactive approach to safeguarding air quality and protecting worker health while reducing the environmental footprint of our production activities.

Climate Impact Analysis

GRI 305

YAPP India conducts periodic energy and carbon audits to assess consumption trends, efficiency opportunities, and greenhouse gas emission levels. Certified energy auditors evaluate electrical load distribution, machine efficiency, and renewable energy adoption potential. Carbon audits calculate Scope 1, Scope 2, and Scope 3 emissions in line with global protocols. Audit recommendations guide our investments in energy-efficient technologies and carbon reduction measures. Detailed reports with identified savings, implemented improvements, and verified results are maintained as evidence. This systematic approach ensures compliance with ISO 50001 and supports our long-term ESG commitment to achieving measurable reductions in carbon intensity per product unit.

YAPP INDIA monitors and manages direct emissions from our operations. In FY 2025, our total gross Scope 1 GHG emissions were 130.191 MTCO₂e. We continuously implement energy efficiency measures, optimize manufacturing processes, and maintain equipment to reduce emissions. These efforts support regulatory compliance, minimize environmental impact, and contribute to our broader climate action strategy, reinforcing our commitment to sustainable automotive manufacturing and responsible carbon management across our operations.

YAPP INDIA actively monitors indirect emissions from purchased electricity, heat, and steam. In FY 2025, our total gross Scope 2 GHG emissions were 5,263.71 MTCO₂e. By investing in renewable energy, improving energy efficiency, and optimizing operational processes, we aim to reduce these emissions over time. These initiatives support regulatory compliance, lower our carbon footprint, and reinforce our commitment to sustainable automotive manufacturing and broader climate action objectives within our ESG framework.

YAPP INDIA monitors indirect emissions across our value chain, including upstream and downstream activities. In FY 2025, our total gross Scope 3 GHG emissions were 7,499.886 MTCO₂e. By collaborating with suppliers, optimizing logistics, and promoting sustainable materials, we actively work to reduce our overall carbon footprint. These efforts complement our Scope 1 and Scope 2 reduction strategies, ensuring comprehensive climate action, supporting regulatory compliance, and reinforcing our commitment to sustainable automotive manufacturing within our ESG framework.

YAPP INDIA monitors indirect emissions across our value chain, including downstream activities such as product use and distribution. In FY 2025, our total gross Scope 3 downstream GHG emissions were 2,186.055 MTCO₂e. We collaborate with customers, optimize logistics, and promote sustainable product usage to minimize these emissions. These efforts complement our Scope 1, Scope 2, and upstream Scope 3 reduction strategies, reinforcing our commitment to comprehensive climate action and sustainable automotive manufacturing.

YAPP INDIA monitors indirect emissions across our supply chain, including upstream activities such as raw material sourcing, transportation, and supplier operations. In FY 2025, our total gross Scope 3 upstream GHG emissions were 5,313.831 MTCO₂e. Through supplier collaboration, sustainable material selection, and optimized logistics, we actively work to reduce these emissions. Combined with downstream, Scope 1, and Scope 2 initiatives, this reinforces our commitment to comprehensive climate action and sustainable automotive manufacturing within our ESG framework.

YAPP INDIA actively monitors and manages air emissions from our manufacturing processes. In FY 2025, the total weight of air pollutants released was 1.72 metric tons. We implement emission control technologies, optimize processes, and ensure compliance with environmental regulations to minimize impact on air quality. These efforts reduce environmental risks, support sustainable operations, and reinforce our commitment to responsible manufacturing practices, contributing to healthier ecosystems and aligning with our broader ESG and climate action objectives.

YAPP INDIA continuously monitors air quality and emissions across our operations. In FY 2025, our air pollution index was 37.25, reflecting our commitment to controlling pollutants and minimizing environmental impact. Through emission control systems, process optimization, and compliance with regulatory standards, we actively reduce air pollution. These initiatives support sustainable manufacturing practices, protect local ecosystems, and reinforce our commitment to environmental stewardship, aligning with our broader ESG objectives and responsible automotive industry operations.



Eco-Power Initiatives

GRI 302

As part of our decarbonization strategy, YAPP India invests in renewable energy solutions, including solar photovoltaic installations and wind power purchase agreements. Evidence includes installation certificates, net metering agreements, and monthly solar generation logs. Procurement contracts with renewable energy suppliers demonstrate our commitment to increasing the share of green power in our operations. These measures reduce Scope 2 emissions significantly and help offset dependence on fossil fuels. Our ESG roadmap targets progressive increases in renewable energy use year by year. This initiative reflects both environmental stewardship and alignment with India's renewable energy capacity expansion objectives.

Acoustic Health Check

GRI 403

To minimize the impact of noise on neighboring communities, YAPP India conducts regular noise monitoring at site boundaries. Accredited laboratories measure noise levels during operational and non-operational hours. Results are benchmarked against CPCB (Central Pollution Control Board) standards. Corrective actions include installation of silencers, acoustic enclosures, and noise-dampening materials in high-noise areas. Preventive maintenance programs ensure equipment operates within safe noise levels. Evidence includes monitoring reports, maintenance logs, and corrective action records.

Aquifer Protection Program

GRI 303

YAPP India implements strict controls to safeguard groundwater quality around our manufacturing site. Oil-water separators, spill containment systems, and lined storage areas prevent accidental leaks of hazardous materials. Regular groundwater quality testing by accredited laboratories ensures compliance with regulatory standards. Emergency response protocols are in place to address any accidental spills or leaks immediately. Documentation includes test reports, inspection records, and training logs for employees handling chemicals. This initiative reflects our responsibility toward protecting natural resources and community health, reinforcing our ESG focus on environmental risk management and compliance with India's environmental protection laws.

Toxic Material Control

GRI 307

YAPP India follows rigorous procedures for the safe labeling, storage, handling, and transportation of hazardous substances. All containers are clearly labeled with hazard symbols as per GHS standards. Designated storage areas are equipped with spill-proof flooring, ventilation, and secondary containment systems. Employees are trained in proper handling practices and emergency response. Transportation complies with national hazardous material regulations, with documented manifests and authorized transporters. Evidence includes MSDS records, training attendance sheets, and compliance certificates.



MQB AO Boring Welding Machine

GRI 302

The MQB AO Boring Welding Machine consists of pneumatic systems operating at 6–8 bar with Festo CPX modules, precision flow control valves, and pressure gauges that help reduce compressed air wastage. Heaters and thermocouples, designed for 0–300°C, ensure energy-efficient heating. LM bearings and rails are lubricated to minimize friction and extend service life. Ventilation fans with filters maintain air quality and prevent overheating. Sensors, blades, and grippers enhance accuracy and minimize scrap generation. Auto-drain valves and Poka-Yoke mechanisms reduce energy loss and ensure defect-free operations. Collectively, these systems improve efficiency, conserve resources, and support key environmental sustainability goals.



KBS241 Post Cooling Machine

GRI 302-1

The KBS241 Post Cooling Machine is a specialized equipment used in automotive manufacturing to ensure precision cooling of components during production. It integrates pneumatic systems, reed sensors, frequency converters, and LM guideways for stable, safe, and efficient operation. The machine is equipped with an air handling unit, water cooling system with strainers, pumps, and valves, as well as interlock mechanisms to maintain accuracy and safety. Preventive maintenance includes checks for leakages, lubrication, alignment, and vibration monitoring. By ensuring reliability, energy efficiency, and extended service life, the machine supports operational excellence while promoting sustainable and environmentally responsible manufacturing practices.



MQB AO Assembly A (Vacuum Cleaning)

GRI 302

The MQB AO Assembly A (Vacuum Cleaning) machine follows a structured Preventive Maintenance Checklist to ensure smooth and efficient functioning. Daily inspections include cleaning dust and oil, checking pneumatic systems, pressure gauges, and air handling units. Regular greasing of bearings, inspection of vacuum systems, filters, and valves ensures longevity. Electrical switches, reed sensors, tube lights, panel fans, and earthing voltage are periodically tested for safety and efficiency. These checks minimize breakdowns, enhance energy efficiency, and ensure workplace safety. Preventive maintenance also reduces leakage, prevents contamination, and supports sustainable production practices by extending equipment lifespan and lowering energy and material waste.⁸

MQB AO Ultrasonic Leak Test Machine

GRI 302

The Preventive Maintenance Checklist for MQB AO Ultrasonic Leak Test Machine ensures operational reliability, safety, and efficiency. Key activities include machine cleaning to avoid dust or oil leakage, inspection of tube lights, draining the high-pressure tank, and cleaning ventilation fans. Electrical checks cover panel earthing, voltage levels, and incoming supply monitoring with a multimeter. Pneumatic systems are inspected for leakages, while air handling units are tested and lubricated. Flow control valves, piston rods, and sliding mechanisms are maintained for accuracy and durability. Additional steps include replacing water in the cooler tank, inspecting vibration conditions, and checking sensors for optimal performance.





Smart Packaging Innovation

GRI 301

YAPP India actively optimizes packaging by reducing size, weight, and material complexity while maintaining product safety during transport. We adopt lightweight, recyclable, and mono-material packaging designs to improve recyclability and reduce overall waste. Collaboration with suppliers ensures sustainable packaging innovations, such as reduced plastic wrapping and eco-friendly cushioning materials. Evidence includes packaging redesign records, supplier certifications, and waste reduction reports. Optimization not only lowers material consumption but also reduces transportation emissions due to lighter loads. This initiative aligns with ESG principles of resource efficiency, circular economy, and customer value creation through sustainable packaging solutions.

Green Habitat Preservation

GRI 304

YAPP India recognizes its responsibility toward protecting biodiversity around its operational sites. We undertake initiatives such as tree plantation drives, development of green belts, and maintaining ecological zones within our premises. Partnerships with local authorities and NGOs support conservation projects like wetland protection and community awareness campaigns on biodiversity. Periodic monitoring of green cover and biodiversity indexes demonstrate our long-term commitment. Documentation includes plantation records, survival rate reports, and photographs of green initiatives.

YAPP INDIA is committed to preserving biodiversity across our operations and surrounding areas. In FY 2025, we achieved 65% biodiversity coverage, integrating green spaces, native vegetation, and habitat-friendly practices within and around our facilities. By minimizing ecological disruption, promoting natural habitats, and adopting sustainable land-use measures, we actively support ecosystem health. These initiatives demonstrate our commitment to environmental stewardship, enhance local biodiversity, and align with our broader ESG objectives for sustainable automotive manufacturing and responsible resource management.



Safe Substance Identification

GRI 403-2

Our company conducts dedicated research and utilizes recognized chemical databases such as Cleangredients and HPV to assess the potential health and environmental impacts of products and services. This proactive approach helps us identify hazardous substances early in the design stage, ensuring that harmful chemicals are avoided or substituted with safer alternatives. By integrating scientific evaluation into product development, we protect customer health, employee well-being, and ecological systems. This initiative also strengthens compliance with national and global chemical safety standards, reduces liability risks, and builds consumer confidence in our sustainable products and operations.





Emission Neutralization Program

GRI 305

To mitigate our carbon footprint, we invest in the purchase of verified carbon offset credits from accredited providers. These credits support environmental projects such as reforestation, renewable energy development, and methane capture initiatives that reduce greenhouse gas emissions globally. By offsetting emissions from unavoidable business activities, we contribute to achieving climate neutrality and align with international sustainability commitments. Our approach ensures transparency, as we select only third-party verified credits certified under recognized standards. This initiative demonstrates our dedication to climate action, enhances corporate accountability, and complements internal energy efficiency and emission reduction strategies.

Sustainable Water Collection

GRI 303

We have adopted rainwater harvesting systems across our facilities to conserve freshwater resources and promote sustainable water management. These systems collect and store rainwater from rooftops and other catchment areas, reducing dependence on municipal water supply and mitigating water scarcity risks. The harvested water is used for landscaping, sanitation, and certain operational processes, lowering overall water consumption. This initiative supports groundwater recharge, reduces stormwater runoff, and minimizes environmental stress. Through rainwater harvesting, we align with national water conservation programs while ensuring cost savings and resilience in regions experiencing seasonal shortages or climate-related water risks.

Clean Air Surveillance

GRI 305

Our company conducts periodic analysis of ambient air quality, focusing on major pollutants such as particulate matter (PM10, PM2.5), NOx, SOx, and VOCs. By deploying continuous monitoring systems and third-party assessments, we measure and evaluate emissions from operations and their potential impacts on surrounding communities. The collected data informs corrective actions and preventive measures, ensuring compliance with regulatory standards. Regular monitoring helps us track progress toward emission reduction goals and enhance transparency with stakeholders. This initiative reflects our commitment to cleaner air, healthier work environments, and minimizing our contribution to regional and global air pollution.

GRI 307

We have established strict protocols for the safe treatment, handling, and disposal of hazardous substances generated in our operations. All hazardous wastes are segregated, stored, and treated through approved methods such as incineration, neutralization, or secured landfill, in compliance with environmental regulations. Partnerships with licensed waste management vendors ensure traceability and accountability throughout the disposal chain. Employees receive regular training on safe handling practices, minimizing risks of accidents or contamination. This initiative protects human health, prevents soil and water pollution, and reinforces our environmental responsibility while demonstrating compliance with hazardous waste management laws.

HAZARD CONTROLS — Most Effective to Least Effective				
ELIMINATION	SUBSTITUTION	ENGINEERING	ADMINISTRATION	PPE
EXAMPLES: Work scheduled to avoid the hottest part of the day Eliminating hazardous materials Eliminating hazardous machinery	EXAMPLES: Substitution of eliminated hazards The use of a less hazardous material or process The use of safer chemicals upon elimination	EXAMPLES: Using lift device to limit force exertion Reducing the weight of a load to limit force exertion Fall protection for wokrer's at height	EXAMPLES: Safety check cards for all employees posted Rotating workers from a demanding job to a less demanding one Providing water and using floaters to provide workers with periodic breaks	EXAMPLES: Providing personal protective equipment for workers: Hard hats, protective shoes, and safety glasses Using padding to avoid sharp, hot, and vibrating surfaces

Zero Waste Action

GRI 306

Our company implements structured programs to reduce internal waste by prioritizing material reuse, recovery, and repurposing. Scrap generated during production is segregated and directed towards recycling or in-house reapplication wherever feasible. Materials unsuitable for direct reuse are redirected for secondary recovery processes. Innovative repurposing strategies convert potential waste into useful resources, minimizing landfill disposal. This approach not only reduces operational costs but also conserves raw materials and supports circular economy principles. By embedding reuse and recovery practices into our daily operations, we ensure environmental sustainability, regulatory compliance, and enhanced resource efficiency across all manufacturing stages.



YAPP INDIA conducts regular training programs to promote efficient waste management practices among employees. These sessions focus on proper waste segregation, reduction strategies, and recycling procedures. By enhancing awareness and skills, we ensure responsible handling of materials, minimize environmental impact, and support our broader sustainability goals. Such initiatives foster a culture of environmental stewardship, strengthen compliance with regulatory requirements, and reinforce our commitment to sustainable manufacturing and ESG-driven operations.

YAPP INDIA implements comprehensive hazardous waste management practices to ensure safe handling, storage, and disposal of toxic and hazardous materials. We adhere to regulatory requirements and industry best practices, including segregation, labeling, and proper treatment methods. Regular audits and employee training reinforce safe operations and minimize environmental risks. These measures reduce contamination, promote workplace safety, and support our commitment to responsible manufacturing and sustainable operations, aligning with our broader ESG and environmental stewardship objectives

YAPP INDIA actively manages hazardous waste to minimize environmental and safety risks. In FY 2025, the total weight of hazardous waste generated was 3,745.912 kg. We implement strict segregation, safe storage, and responsible disposal practices in compliance with regulatory requirements. Regular employee training and audits ensure proper handling of toxic materials. These initiatives reduce contamination, enhance workplace safety, and reinforce our commitment to sustainable manufacturing and environmental stewardship, aligning with our broader ESG objectives.



YAPP INDIA actively manages non-hazardous waste to promote sustainable operations. In FY 2025, the total weight of non-hazardous waste generated was 11,592.348 kg. We implement waste segregation, reduction, and recycling practices to minimize environmental impact. Employee training programs enhance awareness and ensure proper handling of materials. These initiatives support resource efficiency, reduce landfill contributions, and reinforce our commitment to responsible manufacturing, sustainable operations, and broader ESG and environmental stewardship objectives.

YAPP INDIA emphasizes sustainable waste management by recovering and reprocessing materials wherever possible. In FY 2025, the total weight of waste recovered was 34,777.91 kg. Through segregation, recycling, and responsible disposal practices, we minimize landfill contributions and reduce environmental impact. Employee training on waste handling and recovery ensures compliance and efficiency. These initiatives reinforce our commitment to resource conservation, circular economy principles, and sustainable manufacturing, aligning with our broader ESG and environmental stewardship goals.



Feedback Collection System



GRI 102

We maintain dedicated processes and facilities to gather external feedback from customers, regulators, and community stakeholders on health and safety issues. Feedback channels include customer service helplines, digital complaint portals, on-site suggestion boxes, and structured stakeholder meetings. All inputs are systematically recorded, analyzed, and integrated into corrective or preventive actions. Health and safety performance metrics are transparently shared with stakeholders, ensuring accountability. By encouraging open communication, we strengthen trust and demonstrate our commitment to continuous improvement. This structured engagement ensures that potential risks are identified early, addressed promptly, and mitigated effectively to safeguard people and the environment

User Health Assurance

GRI 416-1

Customer health and safety is a top priority integrated into product design, manufacturing, and usage guidelines. We conduct comprehensive safety assessments, including risk analyses, durability testing, and compliance audits, to ensure all products meet national and international safety standards. Clear usage instructions and hazard warnings accompany every product to minimize misuse. Continuous monitoring of market feedback, customer complaints, and safety incident reports enables proactive improvements. Training sessions for staff and awareness campaigns for customers reinforce our safety culture. This integrated framework ensures safe product performance, enhances customer trust, and demonstrates our responsibility toward consumer well-being and protection.

Sustainable Mobility Action

GRI 302-4

We actively reduce carbon emissions in transportation by adopting efficient logistics, cleaner fuel alternatives, and optimized route planning. Our strategy includes integrating electric and hybrid vehicles into company fleets, encouraging shared mobility, and promoting rail and sea transport over road where feasible. Digital route optimization reduces fuel use and travel time, directly lowering greenhouse gas emissions. We also partner with logistics providers who share our sustainability values and set emission reduction targets. These initiatives not only reduce environmental impact but also enhance operational efficiency, compliance with emission regulations, and support national and global climate change mitigation efforts.

User Impact Awareness

GRI 417-1

We ensure that the use phase of our products contributes positively to customer experience while minimizing environmental and safety risks. Product performance is designed for durability, energy efficiency, and low environmental impact. Detailed usage instructions and safety guidelines are provided to ensure correct handling and minimize hazards. Customer support services are available for troubleshooting, guidance, and responsible end-of-life management. Our R&D teams continuously innovate to enhance user safety, improve energy performance, and extend product life cycles. By focusing on safe and sustainable product use, we uphold customer trust, protect the environment, and align with responsible consumption principles.



Water Sustainability Measures

GRI 303-1

We adopt advanced technologies and best practices to recycle and reuse water across our operations. Treatment plants enable the purification of wastewater for secondary applications such as cooling, cleaning, or irrigation. Closed-loop water systems minimize freshwater intake, while rainwater harvesting further supports replenishment. Regular monitoring ensures compliance with water quality standards, protecting ecosystems and communities. Employee training reinforces responsible water use and maintenance of recycling systems. By maximizing water reuse, we reduce operational costs, conserve freshwater resources, and support long-term water sustainability. These efforts align with national water conservation goals and global environmental sustainability frameworks.

Responsible Water Management

Fugitive Emission Control

GRI 305-7

Our Leak Detection and Repair (LDAR) program minimizes fugitive emissions of volatile organic compounds and other harmful gases. The program employs advanced monitoring technologies, such as infrared cameras, ultrasonic detectors, and continuous sensors, to identify leaks in valves, pumps, and pipelines. Once detected, leaks are promptly repaired following defined standard operating procedures. Regular inspections, combined with preventive maintenance, reduce atmospheric pollutants and ensure regulatory compliance. Training employees in LDAR practices enhances effectiveness and fosters accountability. This program not only reduces environmental impact but also improves operational efficiency, workplace safety, and corporate reputation in sustainability leadership.



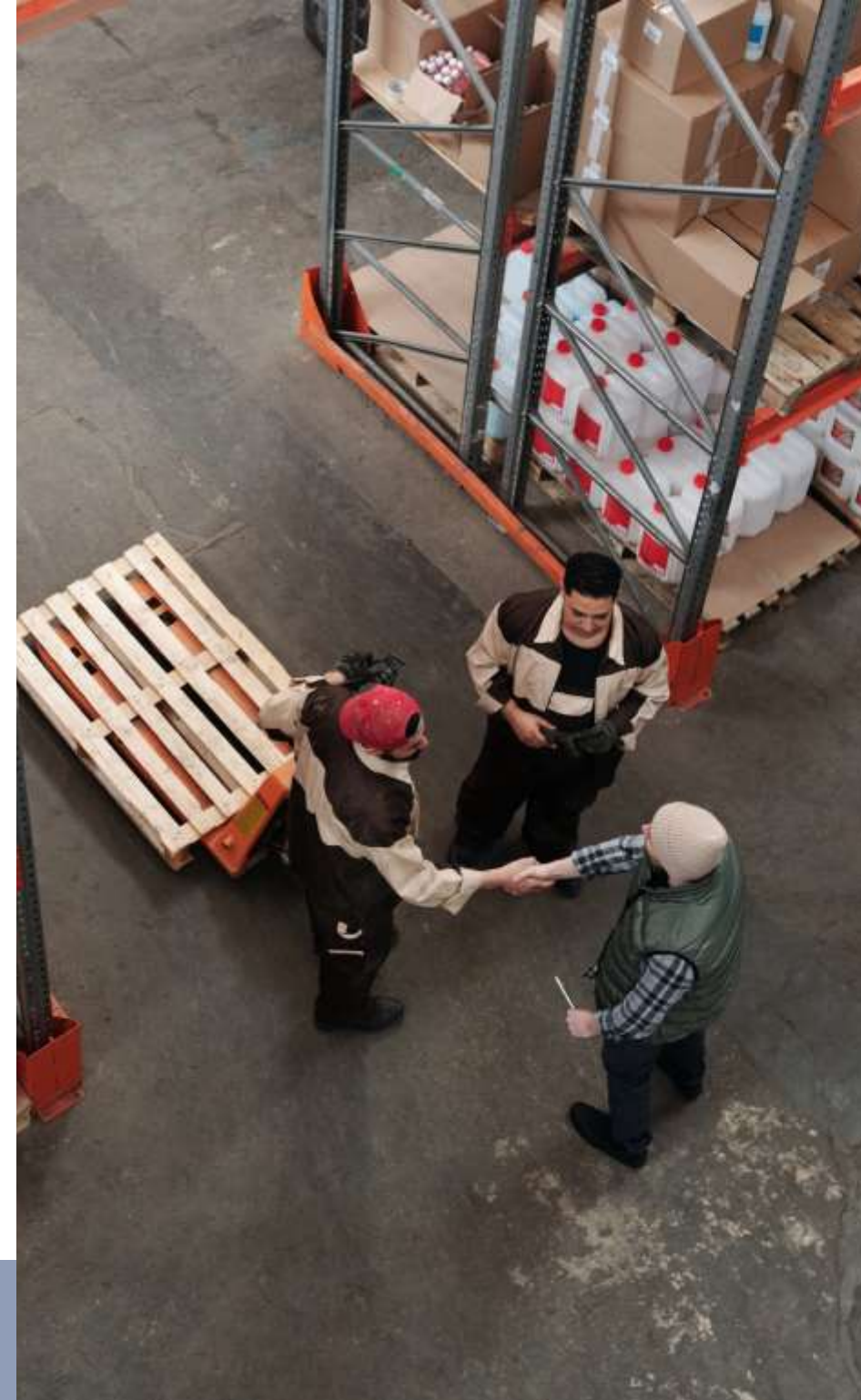
GRI 303

Water is a critical resource, and our company is committed to its sustainable management. We adopt conservation practices, including rainwater harvesting, closed-loop cooling, and efficient process modifications to minimize consumption. Continuous monitoring ensures responsible withdrawal, use, and discharge, maintaining compliance with environmental standards. Treatment facilities ensure that discharged water meets regulatory norms and safeguards ecosystems. Awareness programs encourage employees to use water responsibly at all operational levels. Strategic investments in water-saving technologies strengthen resilience against scarcity. Through proactive stewardship, we ensure operational efficiency, protect community water resources, and align with global Sustainable Development Goals (SDG 6 – Clean Water).

Aquatic Risk Review

GRI 304-2

We perform comprehensive water risk assessments to evaluate operational, environmental, and community-level risks associated with water use. These assessments analyze water availability, quality, regulatory frameworks, and potential climate change impacts. Findings are used to shape mitigation strategies such as alternative sourcing, water recycling, and infrastructure upgrades. Engagement with local communities and regulators ensures that our operations do not compromise shared resources. Risk assessments are conducted periodically to account for changing environmental and regulatory conditions. By proactively identifying risks, we safeguard business continuity, minimize environmental impact, and ensure responsible stewardship of water as a shared natural resource.



Atmospheric Impact Plan

GRI 305-5

Our company implements strict measures to monitor and control air pollution resulting from operations. Emission reduction technologies such as scrubbers, filters, and catalytic converters are deployed across facilities. Regular air quality monitoring ensures compliance with regulatory standards and transparency to stakeholders. Process optimization and fuel substitution further reduce emissions of particulate matter, NO_x, SO_x, and other pollutants. We also invest in renewable energy solutions and cleaner production methods to minimize atmospheric impacts. Employee awareness programs and continuous training strengthen operational discipline. Through these measures, we protect public health, contribute to clean air, and support climate change mitigation.

Environmental Certifications and Audits

GRI 307-1

Evidence includes ISO 14001:2015 Environmental Management System certification, energy management certifications (ISO 50001), and third-party audit reports. We provide copies of internal environmental audit reports and management review meeting minutes. Surveillance audit reports with closure of non-conformities are also attached. Certifications from external consultants on ESG benchmarking and sustainability assessments are included. This establishes that YAPP India's environmental performance is systematically monitored, verified, and improved.

Sustainability Awareness Drives

GRI 304

Beyond operational measures, YAPP India actively engages in environmental services and advocacy to promote broader sustainability. We collaborate with industry associations, NGOs, and regulatory bodies to support initiatives such as plastic recycling, energy conservation, and water stewardship. Employee volunteer programs encourage tree plantation drives, waste clean-ups, and community awareness campaigns on environmental protection. Documentation includes photographs, participation certificates, and records of collaborative events. Advocacy also extends to customer and supplier engagement, where we promote sustainable practices across the supply chain. These efforts reinforce our ESG responsibility by extending positive environmental influence beyond factory boundaries to wider society.



Client Hazard Evaluation

GRI 416-1

We conduct thorough customer health and safety risk assessments to evaluate potential hazards associated with product design, use, and disposal. Risk evaluations cover chemical exposure, ergonomic design, energy efficiency, and product durability. Data from laboratory testing, customer feedback, and incident reporting are integrated into preventive action plans. Findings guide design improvements, safety labeling, and user manuals. Regular reassessment ensures evolving risks are identified and mitigated promptly. This systematic approach reduces liabilities, safeguards consumer well-being, and enhances trust. By prioritizing risk assessment, we demonstrate accountability, regulatory compliance, and our long-term commitment to safe and responsible product stewardship.

Discharge Compliance Testing

GRI 416-1

We implement wastewater quality assessments to ensure discharged water complies with environmental standards and protects ecosystems. Wastewater samples are routinely analyzed for parameters such as pH, biological oxygen demand (BOD), chemical oxygen demand (COD), heavy metals, and suspended solids. Advanced treatment systems are used to neutralize harmful pollutants before release. Regular reporting ensures compliance with regulatory requirements and enhances transparency. Internal audits and third-party validations further strengthen monitoring processes. Employee training supports consistent application of best practices. By maintaining strict control over wastewater quality, we minimize ecological impact, support community health, and promote responsible water resource management.



Greenhouse Gas Inventory

GRI 305-1

We monitor and manage energy consumption and greenhouse gas (GHG) emissions through structured energy efficiency programs. Energy audits identify high-consumption processes, enabling targeted improvements such as equipment upgrades, automation, and renewable integration. Carbon accounting systems track Scope 1, 2, and relevant Scope 3 emissions, providing transparency and compliance with climate reporting standards. Reduction initiatives include renewable power adoption, waste heat recovery, and optimized facility design. Employee awareness campaigns promote energy-conscious practices. By lowering energy intensity and emissions, we reduce costs, support national commitments to climate action, and demonstrate leadership in global sustainability efforts aligned with SDG

Chemical Risk Mitigation

GRI 403-2

Our company prioritizes the elimination of Persistent Organic Pollutants (POPs) by substituting hazardous materials with safer alternatives wherever feasible. We comply with international conventions and national regulations governing POPs to minimize environmental and human health risks. Production processes are regularly audited to ensure no unintended releases occur during operations. Suppliers are also evaluated for their material safety standards to avoid the introduction of POPs into our value chain. Through continuous monitoring, employee training, and investment in clean technologies, we strive to reduce harmful chemical footprints and promote a safer, more sustainable manufacturing environment.



Equipment Vibration Management

GRI 403-2

We implement a structured preventative maintenance plan to minimize workplace and community noise pollution. Equipment and machinery undergo regular inspections, with worn-out or defective parts promptly replaced to prevent abnormal noise emissions. This proactive approach not only extends machine life but also ensures compliance with occupational safety standards and environmental regulations.

Employees are trained to identify unusual noise patterns early and report them for corrective action. By reducing noise-related risks, we protect worker health, enhance productivity, and contribute to a quieter, safer, and more sustainable industrial environment for both employees and surrounding communities.

Industrial Emission Mitigation

GRI 405-5

To safeguard air quality, we adopt advanced emission control measures across our operations. This includes installation of filtration systems, use of low-VOC coatings, and adoption of clean energy alternatives to minimize reliance on fossil fuels. Preventative maintenance ensures equipment operates at optimal efficiency, reducing leaks or fugitive emissions.

Employees are trained on responsible material handling to prevent accidental releases. We continuously monitor air pollutants and take corrective action wherever necessary.



Contingency Action Framework

GRI 307-1

Our company maintains a comprehensive emergency preparedness and response framework to address unforeseen events such as chemical spills, fires, or product safety concerns. Detailed procedures outline roles, responsibilities, and communication channels for effective response. Mock drills and training sessions equip employees with the skills to act swiftly in emergencies. A structured product recall process ensures rapid identification, tracking, and withdrawal of non-conforming products from the market. Collaboration with regulatory authorities, customers, and suppliers further strengthens response efficiency. By prioritizing preparedness, we protect employee safety, environmental integrity, and customer trust while minimizing operational disruptions.

YAPP INDIA actively engages in environmental services and advocacy to promote sustainability beyond our operations. In FY 2025, we conducted 7 initiatives focused on environmental awareness, conservation, and community engagement. These activities include training, workshops, and outreach programs aimed at reducing environmental impact and fostering eco-conscious practices. By participating in and supporting such initiatives, we strengthen our commitment to environmental stewardship, enhance stakeholder engagement, and advance our broader ESG objectives within the automotive manufacturing sector.



Toxicity Information Program

GRI 403-2

We ensure that Safety Data Sheets (SDS) are available and accessible for all chemicals and materials used in our operations. Each SDS provides detailed information on chemical composition, hazards, safe handling practices, and emergency measures. Employees are trained to interpret and apply SDS guidelines effectively in daily operations. Regular audits confirm that SDS are up to date, compliant with international standards, and communicated across the value chain. By prioritizing transparency and accessibility of safety information, we minimize risks associated with hazardous substances, safeguard employee health, and strengthen workplace safety culture.



**Environmental
Protection**



Vibration Dampening Technology

GRI 403-2

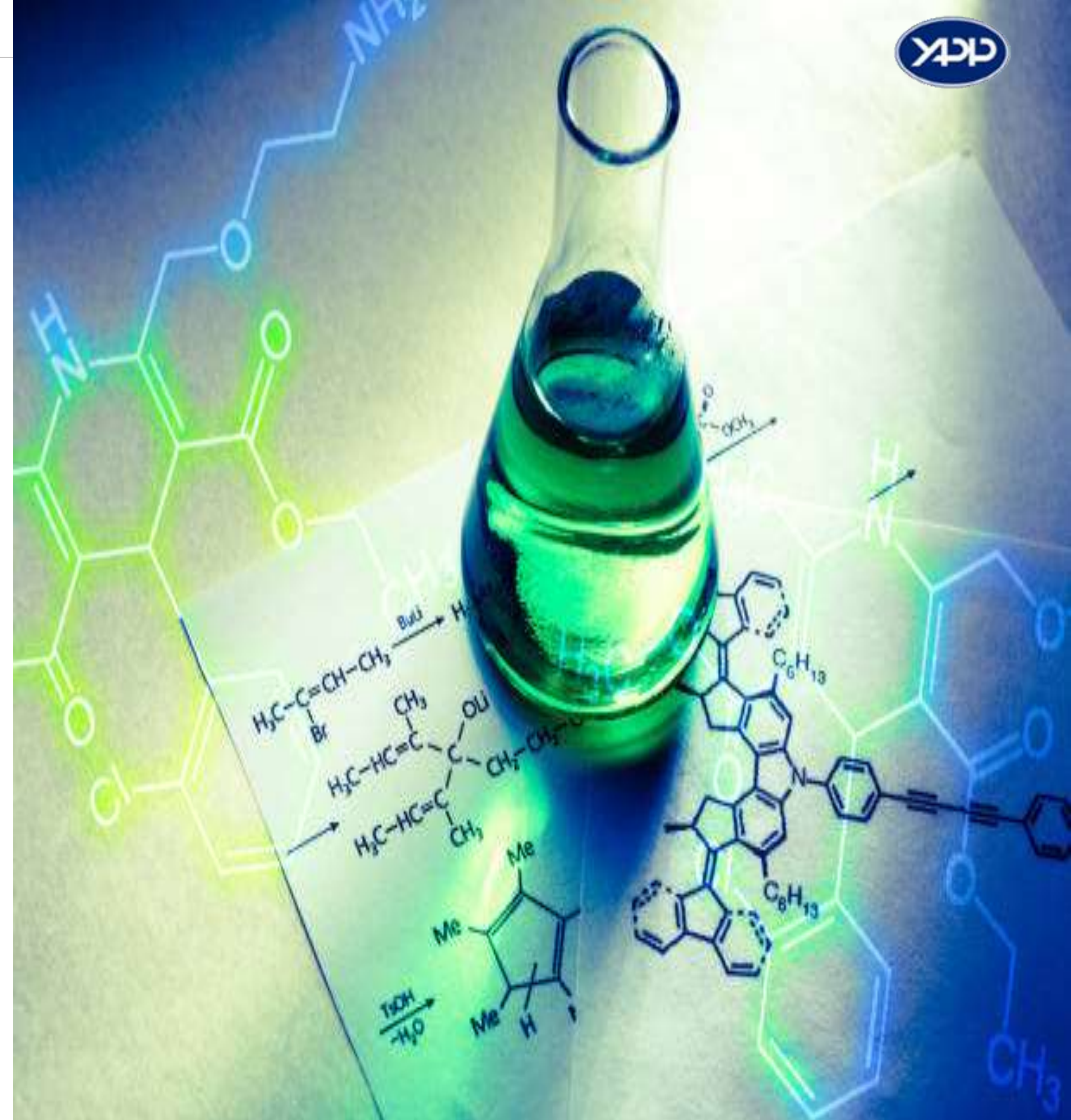
To address noise pollution, we have adopted innovative work processes and technologies that reduce sound levels at the source. Soundproof enclosures, vibration-dampening materials, and low-noise machinery are integrated into our production facilities. Operational schedules are designed to minimize simultaneous use of high-noise equipment, thereby reducing cumulative exposure. Employees are provided with appropriate personal protective equipment (PPE) and trained on safe practices. Regular noise level monitoring ensures compliance with occupational health standards. These measures collectively reduce noise impact, protecting employee well-being, enhancing workplace comfort, and demonstrating our commitment to sustainable and socially responsible operations.



Chemical Minimization Strategy

GRI 307-1

We implement strict controls to reduce both the generation and toxicity of hazardous substances. Substitution with safer alternatives, process optimization, and advanced filtration systems ensure reduced harmful outputs. Chemical inventories are continuously monitored, and hazardous inputs are minimized through careful procurement. Waste neutralization technologies further reduce toxicity levels before disposal. Employees receive training on responsible handling and spill prevention to minimize risks. By systematically reducing hazardous material use, we not only ensure compliance with environmental regulations but also protect human health, decrease ecological risks, and demonstrate leadership in safe, sustainable manufacturing practices.



Resource Efficiency Training

GRI 302-4

To promote responsible waste management, we provide structured training for employees on waste reduction and sorting. Training sessions focus on segregation of recyclable, hazardous, and general waste streams, encouraging correct disposal practices at the source. Employees are guided on minimizing waste generation through efficient material use, lean practices, and recycling initiatives. Visual signage, awareness campaigns, and periodic audits reinforce these practices in daily operations. This hands-on education builds a culture of environmental responsibility, ensuring waste is handled correctly, recycling rates improve, and sustainable workplace practices become embedded in our organizational values.



ENVIRONMENTAL PERFORMANCE DATA

GRI:305-1

130.191 MTCO₂e

Total gross Scope 1 GHG emissions

GRI:305-2

5550.171 MTCO₂e

Total gross Scope 2 GHG emissions

GRI:305-3

7499.886 MTCO₂e

Total gross Scope 3 GHG emissions

GRI:305-3

2186.055 MTCO₂e

Total gross Scope 3 Downstream GHG emissions

GRI:305

5313.831 MTCO₂e

Total gross Scope 3 Upstream GHG emissions

GRI:303-1

2795.44 KL

Total amount of water recycled and reused

GRI:305-7

1.72 Metric Tons

Total weight of air pollutants

GRI:306

3745.912 Kgs

Total weight of hazardous waste

GRI:302-1

204173.2 Kwh

Total renewable energy consumption

GRI: 302-1

7110414 Kwh

Total energy consumption

GRI:303-5

20278 KL

Total water consumption

GRI:301-2

35 %

Percentage of recycled input material out of total materials consumed

GRI: 306-3

11592.348 Kgs

Total weight of non-hazardous waste

GRI:302-1

7110414 Kwh

Energy consumption and GHGs

GRI: 306-4

34777.91 Kgs

Total weight of waste recovered

GRI: 303-5

1105.73 Cubic Meters

Water

GRI:304-2

65%

Biodiversity

GRI:305-7

37.25 Index

Air pollution

GRI:301-1

16487.39 Liters

Materials, chemicals, and waste

GRI:301-3

55

Product end-of-life

GRI:307

7

Environmental services and advocacy

GRI:307

0 Zero

Number of reports related to whistleblower procedure

SOCIAL



GRI 404-1 : Employee Training And Career Development



YAPP INDIA places strong emphasis on career management and training to nurture employee growth and long-term success. In 2024, we implemented structured programs focused on skill development, leadership enhancement, and technical expertise to support evolving industry needs. Regular training sessions, mentorship opportunities, and performance-based development plans were provided to employees at all levels. These initiatives empower our workforce to achieve their career aspirations while strengthening organizational capability. Our approach fosters continuous learning, engagement, and a culture of professional excellence across the company.

YAPP INDIA has taken proactive steps to strengthen career management and training by introducing mentorship programs and diverse learning opportunities. In 2024, senior professionals guided employees through structured mentorship sessions, offering insights on career development, technical expertise, and leadership skills. Additionally, we provided access to workshops, e-learning platforms, and on-the-job training to ensure continuous growth. These initiatives empower employees to build competencies aligned with business needs, while also fostering a culture of knowledge sharing, collaboration, and professional advancement across the organization.

YAPP INDIA emphasizes continuous skills development to prepare employees for current and future industry demands. In 2024, we organized targeted training programs focused on both technical and soft skills enhancement. Technical sessions strengthened expertise in manufacturing processes, quality systems, and innovation, while soft skills programs improved communication, leadership, and teamwork. These comprehensive initiatives ensure employees remain adaptable, competent, and future-ready. By investing in holistic skill development, we not only boost individual career growth but also enhance organizational performance and long-term competitiveness.

In 2024, YAPP INDIA provided an average of 22 hours of training per employee, underscoring our commitment to continuous learning and skill enhancement. Training programs covered technical competencies, safety awareness, ESG practices, and leadership development to support both personal growth and organizational performance. By investing in employee capability-building, we ensure a skilled, motivated, and future-ready workforce. This initiative strengthens productivity, promotes innovation, and aligns with our long-term vision of sustainable business growth.



In 2024, YAPP INDIA systematically tracked the total hours of training provided to employees to monitor and enhance skills development. Comprehensive programs covered technical skills, safety, ESG awareness, and professional growth, ensuring that all employees had opportunities for continuous learning. By measuring average training hours per employee, we evaluate the effectiveness of our development initiatives, identify gaps, and promote a culture of learning. This approach supports workforce competence, career progression, and overall organizational performance.

GRI 401-2 : Programs For Upgrading Employee Skills

YAPP INDIA is committed to creating a supportive workplace through family-friendly programs that promote work-life balance and employee well-being. In 2024, we enhanced awareness of policies such as flexible working arrangements, parental support, and leave benefits to ensure employees can balance professional and personal responsibilities effectively. These initiatives not only improve employee satisfaction but also contribute to higher productivity and retention. By fostering a culture of care and inclusivity, we reinforce our commitment to the holistic well-being of our workforce and their families.

YAPP INDIA recognizes the importance of flexibility in today's dynamic work environment and has introduced guidance on flexible work arrangements to support employee needs. In 2024, we promoted policies enabling options such as adjusted work hours, remote work, and role-based flexibility where feasible. These measures help employees manage personal commitments alongside professional responsibilities, fostering better work-life integration. By offering flexible organization of work, we aim to enhance employee satisfaction, engagement, and productivity while building a supportive and adaptive workplace culture.

In 2024, YAPP INDIA ensured that 100% of employees were provided with safe, fair, and supportive working conditions across all operations. Our workplace practices focus on employee well-being, health, safety, and respect for labour rights, creating an environment where individuals can perform productively and securely. Regular audits, compliance with labour laws, and continuous monitoring reinforce our commitment to maintaining high standards. This achievement reflects our dedication to fostering dignity, equity, and employee satisfaction.



GRI 406-1: Incidents Of Discrimination And Corrective Actions Taken



YAPP INDIA is committed to fostering a respectful, inclusive, and safe workplace free from discrimination and harassment. In 2024, we implemented employee awareness and training programs to educate staff on recognizing, preventing, and addressing workplace discrimination and harassment. These initiatives promote equality, diversity, and mutual respect across all levels of the organization. By strengthening policies, grievance mechanisms, and proactive monitoring, we ensure every employee feels valued and protected, reinforcing our culture of integrity and fairness.

YAPP INDIA has implemented strong actions to prevent discrimination in professional development and promotion processes, ensuring fairness and equality for all employees. Our policies promote merit-based growth opportunities, free from bias related to gender, age, ethnicity, or other personal attributes. Regular reviews, transparent evaluation criteria, and awareness programs are conducted to uphold inclusivity and equity in career advancement. By fostering a culture of fairness, we empower employees to grow based on skills, performance, and potential.

APP INDIA organized training on workplace harassment prevention to foster a respectful, inclusive, and safe working environment for all employees. The sessions focused on raising awareness about acceptable workplace behavior, reporting mechanisms, and employees' rights and responsibilities. By providing practical guidance and preventive measures, the training empowered staff to recognize, prevent, and address any form of harassment. This initiative strengthens our culture of respect, dignity, and zero tolerance toward misconduct, ensuring a positive and supportive workplace.

In 2024, YAPP INDIA reported zero identified incidents of discrimination or workplace harassment, reflecting the effectiveness of our policies and preventive measures. Regular training programs, awareness sessions, and open communication channels have reinforced a culture of respect, equality, and inclusivity. Our zero-tolerance approach ensures that any potential concerns are addressed promptly through established procedures. This achievement highlights our commitment to maintaining a safe, ethical, and supportive workplace for all employees.

In 2024, YAPP INDIA recorded zero cases of discrimination or harassment across its operations, underscoring the strength of our inclusive workplace culture and preventive mechanisms. We continuously reinforce respect, equality, and dignity through awareness programs, training, and strict adherence to company policies. Our zero-tolerance approach ensures immediate action in case of any reported incident, safeguarding the rights and well-being of employees. This outcome reflects our commitment to ethical practices and a safe, fair, and respectful work environment.

YAPP INDIA is committed to maintaining a workplace free from discrimination and harassment. In 2024, all employees participated in targeted training programs designed to raise awareness of inappropriate behaviors, promote respect, and reinforce organizational policies on equality and inclusion. These sessions provided guidance on identifying, reporting, and preventing discrimination or harassment, fostering a safe and supportive work environment. By equipping employees with knowledge and tools to act responsibly, we strengthen our culture of respect, accountability, and ethical conduct.





GRI 403-5: Occupational Health and Safety

YAPP INDIA is committed to ensuring the health and safety of all personnel, including contractors and temporary workers. In 2024, we provided targeted training programs focused on safe work practices, hazard identification, and emergency response procedures. These initiatives ensure that non-employee staff are well-equipped to operate safely within our facilities, reducing risks and preventing incidents. By extending our safety culture to all workers, we reinforce our commitment to a secure and responsible working environment.

YAPP INDIA prioritizes the health and safety of its workforce by proactively managing occupational risks and promoting good working practices. In 2024, we implemented comprehensive programs to raise employee awareness about potential hazards, safe operating procedures, and preventive measures. Regular training, safety briefings, and on-site guidance helped employees recognize and mitigate risks effectively. These initiatives foster a culture of safety, enhance operational efficiency, and ensure compliance with regulatory standards, reflecting our commitment to protecting the well-being of all staff.

YAPP INDIA prioritizes the health and safety of its employees through comprehensive occupational health and safety training programs. In 2024, all staff participated in sessions covering hazard recognition, safe work practices, emergency response, and preventive measures. These programs aim to minimize workplace risks, promote a safety-first culture, and ensure compliance with regulatory requirements. By equipping employees with the necessary knowledge and skills, we foster a secure work environment that protects well-being, enhances productivity, and demonstrates our commitment to responsible and sustainable operations.



YAPP INDIA emphasizes safe management of hazardous substances to protect employees, contractors, and the environment. In 2024, we conducted specialized training programs on the correct handling, storage, and disposal of chemicals used in our operations. Employees were educated on potential risks, emergency procedures, and compliance with regulatory standards. These initiatives ensure that all personnel follow best practices, minimize exposure to hazards, and prevent environmental contamination, reinforcing our commitment to workplace safety and sustainable operational practices.

YAPP INDIA is committed to ensuring operational safety across its production environments. In 2024, we provided targeted training programs on the safe handling of operations and processes for all employees. These sessions focused on hazard identification, proper use of equipment, emergency response, and adherence to standard operating procedures. By enhancing awareness and reinforcing safe practices, we minimize workplace risks, protect employee well-being, and maintain efficient production operations, reflecting our ongoing commitment to a safe and responsible work culture.

YAPP INDIA has been awarded ISO 45001:2018 certification, highlighting our dedication to ensuring the health, safety, and well-being of our employees. This certification validates the effectiveness of our occupational health and safety management system, covering risk identification, hazard prevention, and continual improvement in workplace safety practices. By integrating safety into every level of operations, we foster a culture of care, reduce incidents, and enhance employee confidence. This achievement reflects our proactive approach to building a safe and sustainable workplace.



GRI 403-1 – Occupational Health And Safety Management System.

YAPP INDIA is dedicated to creating and maintaining good working conditions that go beyond compliance, focusing on the overall well-being of employees. In 2024, we implemented initiatives to promote a positive work environment, including ergonomic workplace improvements, wellness programs, open communication channels, and employee support systems. These actions not only enhance comfort and job satisfaction but also contribute to improved productivity and engagement. By prioritizing workplace well-being, we strengthen our culture of care, respect, and inclusivity.

YAPP INDIA undertakes proactive measures to ensure good working conditions beyond standard requirements. In 2024, we implemented wellness programs, ergonomic training sessions, and robust employee feedback mechanisms to enhance workplace comfort, health, and engagement. These initiatives foster a supportive and inclusive work environment, enabling employees to perform safely and effectively. By addressing physical, mental, and organizational well-being, we demonstrate our commitment to a holistic approach to employee care and sustainable workforce management.

In 2024, YAPP INDIA reported zero workplace incidents affecting employee health and safety, reflecting the effectiveness of our comprehensive safety management systems and training programs. This outcome demonstrates our strong commitment to hazard prevention, safe work practices, and continuous monitoring of occupational risks. Maintaining a record of zero incidents underscores our proactive approach to creating a secure and healthy work environment, ensuring the well-being of all employees while fostering a culture of safety and responsibility.

YAPP INDIA took comprehensive actions in 2024 to ensure the health, safety, and well-being of all employees, including non-employee and contracted workers present on our premises. Programs were implemented covering ergonomics to reduce physical strain, wellness initiatives to support mental and physical health, and awareness sessions on workplace harassment prevention to foster a respectful environment. Additionally, we promoted inclusive practices by supporting the inclusion of employees with disabilities through accessibility measures and sensitization programs, reinforcing our commitment to a safe, respectful, and inclusive workplace.

GRI 407-1: Operations And Suppliers In Which The Right To Freedom Of Association And Collective Bargaining May Be At Risk

YAPP INDIA actively supports collective bargaining agreements that promote career development and training for employees. In 2024, we collaborated with union representatives to implement skill development programs, enhancing employee competencies and fostering professional growth. These initiatives ensure that workers have access to continuous learning opportunities, align career progression with organizational needs, and strengthen labor-management relations. By supporting union-led training efforts, we reinforce our commitment to workforce empowerment, fair labor practices, and a culture of shared growth and development.

In 2024, YAPP INDIA facilitated Ten instances of structured social dialogue between management and employees. These engagements included meetings, consultations, and feedback sessions that addressed workplace concerns, employee well-being, and organizational improvements. Such dialogue fosters trust, collaboration, and transparency, ensuring employee voices are heard and integrated into decision-making processes.

GRI 408-1, GRI 409-1 Operations and suppliers at significant risk for incidents of child labor, forced or compulsory labor

YAPP INDIA is committed to eradicating labor exploitation and promoting ethical labor practices across its operations. In 2024, we conducted targeted training programs for employees and contractors on child labor, forced labor, and human trafficking. These sessions focused on raising awareness, recognizing signs of exploitation, and understanding reporting mechanisms. By equipping our workforce with the knowledge to prevent and address labor abuses, we uphold human rights, strengthen our ethical standards, and foster a responsible, fair, and safe working environment.

YAPP INDIA conducts regular audits to prevent child labor, forced labor, and human trafficking within its operations and supply chain. In 2024, comprehensive assessments were carried out to verify compliance with labor laws, ethical standards, and our internal policies. These audits ensured that all employees, contractors, and suppliers adhere to fair labor practices, with zero instances of exploitation identified. By systematically monitoring and enforcing responsible labor standards, we demonstrate our commitment to human rights, ethical operations, and a transparent, accountable supply chain.

In 2024, YAPP INDIA reported zero cases of child labor, forced labor, or human trafficking within its operations and supply chain. This outcome reflects the effectiveness of our strict labor policies, employee training programs, and rigorous supplier audits. Maintaining a record of zero incidents demonstrates our unwavering commitment to human rights, ethical practices, and responsible business conduct, ensuring a safe and fair working environment for all employees and contractors.

GRI 410-1: Security Practices

YAPP INDIA is committed to ensuring ethical and responsible security practices across all its operations. In 2024, we implemented policies and training programs to prevent the excessive use of force and to safeguard employees' freedom of movement by security personnel. Security staff are instructed to adhere to strict codes of conduct, emphasizing respect, restraint, and human rights. These measures promote a safe, respectful, and secure workplace, reinforcing our commitment to employee dignity and ethical operational standards.

GRI 405-1: Diversity Of Governance Bodies And Employees

YAPP INDIA actively promotes the inclusion of employees with disabilities through awareness programs and accessibility guidance. In 2024, we conducted training sessions to sensitize staff about disability inclusion, equitable opportunities, and accessible workplace practices. Infrastructure and processes were reviewed to ensure barrier-free access and support for employees with diverse needs. These initiatives foster an inclusive culture, encourage participation, and empower employees with disabilities to contribute effectively, reflecting our commitment to diversity, equality, and a supportive work environment.

YAPP INDIA is committed to fostering diversity and inclusion across all levels of the organization. In 2024, we conducted awareness programs focusing on equality, gender inclusion, and minority representation to sensitize employees and encourage an inclusive culture. These initiatives aim to promote respect, equal opportunities, and active participation from all workforce segments. By embedding diversity and inclusion into our workplace practices, we strengthen collaboration, innovation, and employee engagement while reinforcing our commitment to creating a fair, equitable, and supportive organizational environment.

In 2024, women represented 5% of the total workforce at YAPP INDIA. This reflects our ongoing efforts to enhance gender diversity while recognizing the need for continued initiatives to attract, retain, and promote female talent across the organization. We are committed to creating an inclusive workplace through targeted recruitment, development programs, and supportive policies, aiming to gradually increase female representation and ensure equal opportunities for growth and participation at all levels.

In 2024, women held 2% of top management positions at YAPP INDIA. While this indicates limited female representation at senior levels, it highlights the importance of our ongoing efforts to promote gender diversity in leadership. We are committed to implementing initiatives such as leadership development programs, mentorship, and equitable career advancement opportunities to increase female participation in decision-making roles and foster a more balanced, inclusive, and diverse leadership team.

In 2024, women comprised 2% of YAPP INDIA's Board of Directors. This highlights the need for continued focus on gender diversity at the highest level of governance. The company remains committed to promoting equitable representation through policies that encourage inclusion, mentorship, and the identification of qualified female candidates for board roles. Strengthening gender diversity at the board level supports better decision-making, reflects stakeholder expectations, and reinforces our commitment to an inclusive and responsible corporate governance framework.

In 2024, employees from minority or vulnerable groups represented 10% of YAPP INDIA's total workforce. This reflects our commitment to fostering an inclusive workplace that values diversity and provides equitable opportunities for all. Through targeted recruitment, training, and support programs, we aim to empower these employees, promote equal participation, and strengthen workforce diversity. By actively supporting minority and vulnerable groups, we enhance organizational resilience, collaboration, and innovation while upholding principles of fairness and social responsibility.

In 2024, employees from minority or vulnerable groups held 2% of top management positions at YAPP INDIA. While representation at senior levels remains limited, the company is committed to promoting diversity and inclusion in leadership through mentorship, targeted development programs, and equitable career advancement opportunities. Strengthening minority representation in management enhances decision-making, fosters an inclusive culture, and reflects our dedication to fair and responsible governance practices across all levels of the organization.

GRI 418-1: Substantiated Complaints Concerning Breaches Of Customer Privacy And Losses Of Customer Data

YAPP INDIA places strong emphasis on information security and data protection. In 2024, we conducted training programs for employees to raise awareness of cybersecurity risks, safe handling of sensitive data, and best practices for protecting organizational and customer information. These sessions equipped staff with the knowledge to identify potential threats, prevent data breaches, and comply with internal security protocols. By fostering a culture of cybersecurity awareness, we ensure the confidentiality, integrity, and reliability of information across all operations.

YAPP INDIA conducted a comprehensive Information Security Management System (ISMS) audit in 2024 to ensure the security, integrity, and confidentiality of organizational data. The audit evaluated existing policies, procedures, and technical controls, identifying potential vulnerabilities and areas for improvement. Corrective actions and preventive measures were implemented to strengthen cybersecurity, mitigate risks, and comply with regulatory and industry standards. This proactive approach reinforces our commitment to protecting sensitive information, maintaining stakeholder trust, and sustaining robust data governance across all operations.

In 2024, YAPP INDIA reported zero confirmed information security incidents. This outcome reflects the effectiveness of our Information Security Management System (ISMS), employee awareness programs, and robust cybersecurity measures. Maintaining a record of no incidents demonstrates our commitment to protecting sensitive organizational and customer data, ensuring information integrity, and upholding trust with stakeholders. These results highlight our proactive approach to risk management and the continuous improvement of our information security practices.

GRI 414-2: Negative Social Impacts In The Supply Chain And Actions Taken

YAPP INDIA emphasizes sustainable procurement by providing training to buyers on social and environmental issues within the supply chain. In 2024, these programs focused on responsible sourcing, supplier compliance with labor and environmental standards, and the integration of ESG criteria into procurement decisions. By equipping buyers with the knowledge and tools to assess and engage suppliers responsibly, we promote ethical practices, minimize environmental impact, and strengthen the sustainability of our supply chain, contributing to long-term value creation for both the organization and its stakeholders.

YAPP INDIA is committed to fostering a sustainable supply chain by building the capacity of suppliers to manage adverse ESG impacts. In 2024, we conducted targeted training programs to educate suppliers on environmental, social, and governance standards, including labor practices, resource efficiency, and ethical conduct. These initiatives help suppliers understand compliance requirements, implement responsible practices, and mitigate sustainability risks. By strengthening supplier capabilities, we ensure alignment with our ESG commitments, promote accountability, and enhance the overall sustainability performance of our supply chain.

YAPP INDIA actively promotes responsible supply chain practices by implementing measures to prevent discrimination and harassment within supplier workforces. In 2024, we engaged suppliers through training, policy guidance, and monitoring to ensure fair treatment, respect for human rights, and adherence to ethical labor standards. These actions help create a safe, inclusive, and equitable environment across the supply chain, reinforcing accountability and ethical conduct. By addressing workplace discrimination and harassment, we strengthen supplier relationships and uphold our commitment to sustainable and responsible business practices.

In 2024, YAPP INDIA conducted sustainability assessments covering 100% of targeted suppliers. These assessments evaluated suppliers' adherence to environmental, social, and governance (ESG) standards, including labor practices, ethical conduct, and resource management. By ensuring full coverage, we identify potential risks, promote responsible practices, and drive continuous improvement across our supply chain. This comprehensive approach reinforces accountability, strengthens supplier performance, and aligns procurement activities with our commitment to sustainable and ethical business operations.

In 2024, YAPP INDIA conducted on-site sustainability audits covering 100% of targeted suppliers. These audits evaluated compliance with environmental, social, and governance (ESG) standards, including labor practices, health and safety, ethical conduct, and environmental management. By performing full on-site assessments, we ensure transparency, verify supplier adherence to policies, and identify areas for improvement. This proactive approach strengthens our supply chain sustainability, mitigates risks, and demonstrates our commitment to responsible procurement and ethical business practices.

In 2024, YAPP INDIA ensured that 100% of audited or assessed suppliers were engaged in corrective actions or capacity-building initiatives. Following sustainability assessments and on-site audits, suppliers received guidance and support to address identified gaps in environmental, social, and governance (ESG) practices. These measures helped improve compliance, enhance operational standards, and strengthen supplier capabilities. By actively collaborating with all suppliers on corrective actions, we reinforce accountability, promote responsible supply chain management, and advance our commitment to sustainable and ethical business practices.

GRI 403-9: Zero Reportable Health and Safety Incidents in 2024

YAPP INDIA conducted a mock drill simulating heavy equipment accidents to strengthen employee readiness in managing workplace emergencies. The exercise focused on rapid response, safe evacuation, first-aid coordination, and collaboration with emergency teams. Employees gained practical awareness of operational hazards and reinforced adherence to safety protocols. The drill also highlighted areas for improvement in communication and response time. This proactive initiative enhances preparedness, reduces risks, and ensures swift corrective actions in case of machinery-related incidents.

APP INDIA organized a mock drill on workplace injuries to prepare employees for prompt first aid, incident reporting, and medical support procedures. The exercise emphasized quick response, effective communication, and adherence to safety protocols in emergency situations. Employees practiced immediate assistance techniques and coordination with medical teams, reinforcing awareness of workplace safety. This drill enhanced organizational readiness to manage injury-related incidents effectively, ensuring timely care, minimizing operational risks, and safeguarding the overall health and well-being of employees.

YAPP INDIA conducted fire emergency drills to train employees on evacuation routes, proper use of firefighting equipment, and effective coordination with safety officers. The exercise improved employee confidence in responding swiftly to fire incidents and reinforced adherence to established fire safety protocols. Practical experience gained during the drill enhanced teamwork, communication, and hazard awareness. This proactive initiative ensures preparedness, reduces potential fire-related risks, safeguards workplace assets, and strengthens the overall culture of safety within the organization.

YAPP INDIA organized mock drills on chemical spill scenarios to prepare employees for safe and effective handling of hazardous material incidents. The training emphasized containment measures, correct usage of personal protective equipment (PPE), and environmentally responsible disposal practices. Employees gained practical experience in mitigating risks, preventing exposure, and safeguarding health during emergencies. The exercise also reinforced compliance with safety and environmental standards, strengthening overall preparedness and ensuring a proactive approach to protecting people, workplace assets, and the environment.

YAPP INDIA conducted an explosion response drill to assess employee preparedness, evacuation efficiency, and coordination with emergency teams. The exercise focused on hazard identification, maintaining safe distancing, and strict adherence to emergency protocols. Employees practiced structured responses to minimize risks and ensure swift action during high-impact scenarios. The drill enhanced awareness, improved communication, and strengthened the organization's emergency management framework, demonstrating YAPP INDIA's strong commitment to workplace safety, protecting lives, and ensuring resilience against potential explosion-related incidents.

YAPP INDIA conducted fall emergency drills to train employees in safe response procedures for accidents involving falls. The drills covered rescue techniques, immediate first aid, and proper reporting mechanisms to ensure timely intervention. Employees gained hands-on awareness of preventive measures and practical emergency actions, strengthening their ability to manage fall-related incidents effectively. This initiative not only reduced potential risks but also reinforced compliance with safety standards and fostered a strong culture of workplace safety and employee well-being.

In 2024, YAPP INDIA proudly reported zero days lost due to work-related injuries, fatalities, or occupational ill health. This achievement reflects the effectiveness of our occupational health and safety management systems, proactive risk prevention strategies, and continuous employee training programs. By maintaining a record of zero lost days, we demonstrate our unwavering commitment to employee well-being, operational safety, and adherence to best industry practices, while fostering a culture of continuous improvement in workplace safety standards.

In 2024, YAPP INDIA recorded zero work-related accidents across all operations, reaffirming our strong safety culture and preventive approach. This milestone reflects the success of proactive risk management, regular employee training, and continuous monitoring of workplace hazards. By achieving zero incidents, we demonstrate our commitment to occupational health and safety, ensuring a secure environment for employees, contractors, and stakeholders. This achievement highlights our dedication to protecting people, sustaining operational excellence, and upholding the highest workplace safety standards.

GRI 405: Diversity and Equal Opportunity

YAPP INDIA conducted a Fair Recruitment Audit in 2024 to review and strengthen equitable hiring practices across the organization. The audit assessed recruitment policies, job postings, candidate selection processes, and interview procedures to ensure fairness, transparency, and equal opportunity for all applicants. Findings confirmed compliance with non-discrimination standards, with no unfair practices identified. This initiative reinforces our commitment to merit-based hiring, diversity, and inclusivity, ensuring that talent acquisition is free from bias and aligned with ethical and responsible employment practices.

GRI 412 Human Rights Assessment

In 2024, YAPP INDIA reported zero cases of human rights violations involving external stakeholders, underscoring our commitment to protecting and respecting human rights across our operations and value chain. Through rigorous supplier assessments, transparent community engagement, and strict compliance with ethical standards, we ensure fairness, accountability, and respect in all external interactions. This achievement highlights our dedication to upholding international human rights principles, fostering responsible business practices, and building trust with stakeholders and the wider community.

GRI 404-2 : Programs for Upgrading Employee Skills

In 2024, YAPP INDIA ensured that 100% of employees were included in structured career management and training programs. These initiatives encompassed skill development, technical training, leadership enhancement, and continuous learning opportunities designed to meet diverse employee needs. By providing complete participation, we reinforced workforce capabilities, encouraged career progression, and fostered employee engagement. This comprehensive approach not only supports individual growth but also strengthens organizational resilience and long-term success, reflecting our commitment to people development and sustainable business practices.

GRI 405-2: Ratio Of Basic Salary And Remuneration Of Women To Men

YAPP INDIA carried out a Fair Promotion Audit in 2024 to evaluate transparency and fairness in employee development and advancement processes. The audit reviewed promotion criteria, performance evaluations, and career progression frameworks to ensure they are free from bias and discrimination. Results confirmed alignment with merit-based systems, reinforcing equal opportunities for all employees. This initiative demonstrates our commitment to building an inclusive workplace where growth is based on performance, skills, and potential, thereby fostering trust, motivation, and long-term employee engagement.

In 2024, YAPP INDIA recorded zero cases of direct employees being paid below the living wage benchmark, reaffirming our commitment to fair and equitable compensation practices. All employees received wages that meet or exceed recognized living wage standards, ensuring financial security and dignity at work. By maintaining a 0% wage gap, we strengthen employee well-being, promote satisfaction, and support long-term retention, while demonstrating our dedication to social responsibility and ethical employment practices across the organization.

In 2024, YAPP INDIA reported an average unadjusted gender pay gap of 0%, confirming that male and female employees performing similar roles received equal pay. This outcome reflects our strong commitment to fairness, equity, and non-discrimination in compensation practices. By eliminating pay disparities, we foster gender equality, build employee trust, and reinforce an inclusive workplace culture. This achievement highlights our dedication to responsible employment practices and supports long-term organizational growth through diversity, equity, and inclusion.

GRI 417-1 : Product Environmental Performance

In 2024, 15% of YAPP INDIA's products were evaluated for health, safety, and environmental impacts during their use phase. These assessments ensure that our plastic fuel tank systems comply with regulatory standards, meet customer expectations, and align with sustainability criteria. By prioritizing safe and responsible product performance, we reduce risks, strengthen customer confidence, and support environmentally conscious automotive solutions. This proactive approach reflects our commitment to product stewardship and advancing sustainable mobility within the industry.

GRI 416 : Customer Health and Safety

In 2024, YAPP INDIA reported zero incidents of non-compliance related to customer health and safety across all products and services. This achievement reflects the effectiveness of our stringent quality control systems, thorough product safety assessments, and strict adherence to regulatory standards. By maintaining zero cases of non-compliance, we reaffirm our commitment to delivering safe, reliable, and sustainable plastic fuel tank systems for the automotive industry, ensuring customer trust and supporting long-term sustainability in mobility solutions.



GRI 414-1 New Suppliers That Were Screened Using Social Criteria

In 2024, YAPP INDIA obtained conflict minerals information from 15% of its targeted suppliers. This initiative is part of our responsible sourcing strategy, ensuring transparency in the supply chain and compliance with international regulations on conflict minerals. By engaging with suppliers and collecting relevant disclosures, we aim to strengthen due diligence practices, reduce risks of human rights violations, and promote ethical sourcing. Our long-term goal is to progressively increase supplier coverage for conflict minerals reporting.

In 2024, 100% of YAPP INDIA's targeted suppliers signed the Supplier Code of Conduct. This demonstrates our strong commitment to responsible sourcing and ethical business practices across the supply chain. The code addresses key areas such as labor rights, environmental protection, human rights, and anti-corruption measures. By ensuring full compliance, we strengthen supplier accountability, promote ESG standards, and align our operations with global sustainability expectations.

In 2024, 100% of YAPP INDIA's targeted suppliers had contracts that included clauses on environmental, labor, and human rights requirements. This ensured that our supply chain partners operate responsibly, respecting global ESG standards. Embedding these clauses in supplier agreements promotes accountability, safeguards workers' rights, and supports sustainable business practices across all operations.



SOCIAL PERFORMANCE DATA

GRI: 404-1

22 Hours

Average hours of training per employee

GRI: 401-2

100 %

Working conditions

GRI: 414-1

100 %

Percentage of targeted suppliers who have signed the supplier code of conduct

GRI: 407-1

10 Count

Social dialogue

GRI: 418-1

0 Nos

Number of confirmed information security incidents

GRI: 414-1

15 %

Percentage of suppliers for which information regarding conflict minerals

GRI: 405-1

2 %

Percentage of employees from a minority or vulnerable group at top management level

GRI: 408-1

0 Nos

Child labor, forced labor, and human trafficking

GRI: 403-1

0 Nos

Employee health and safety

GRI: 406-1

0 Nos

Discrimination and Harassment

GRI: 414-1

100 %

Percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements

GRI: 414-2

100 %

Percentage or number of targeted suppliers covered by a sustainability assessment

GRI: 416

0 Nos

Customer health and safety

GRI: 403-9

0 Nos

Number of days lost to work-related injuries, fatalities and ill health

GRI: 412

0 Nos

External stakeholder human rights

GRI: 405-2

0 Nos

Average unadjusted gender pay gap

GRI: 406-1

0 Nos

Number of identified discrimination or harassment incidents or corrective actions

GRI: 405-1

5 %

Percentage of women employed in the whole organization

GRI: 414-2

100 %

Percentage or number of targeted suppliers covered by a sustainability on-site audit

GRI: 405-2

0 Nos

Percentage of average wage gap for direct employees paid below living wage against a living wage benchmark

GRI: 403-9

0 Nos

Number of work-related accidents

GRI: 404-2

100 %

Career management and training

GRI: 405-1

2%

Percentage of women at top management level

GRI: 414-2

100 %

Percentage or number of audited or assessed suppliers engaged in corrective actions or capacity building

GRI: 405-1

2%

Percentage of women within the organization's board

GRI: 405-1

10%

Percentage of employees from a minority or vulnerable group in the whole organization

GRI: 417-1

15%

Product use

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Independent Assurance Statement

This CSR report has been independently verified by BMQR, a third-party assurance provider, in accordance with AA1000AS v3 and ISO 17029:2019. The assurance engagement covered a Type 1 assurance of the information and data disclosed within this report.

The scope of the assurance included verifying the accuracy, completeness, and reliability of the disclosures made under all relevant sections of the GRI Standards. The assurance provider conducted the engagement based on applicable assurance principles and issued an assurance statement confirming the integrity of the disclosed information.

Name of Assurance Provider : BMQR Certifications Pvt Ltd,

Standard Used : AA1000AS v3, ISO 17029:2019 and GRI

Type of Assurance : Type 1

Date of Assurance : 21st April, 2025

Web URL : www.bmqrassurance.com

Authorized Representative (Assurer):

Name : S. Elango

Designation : Associate Certified Sustainability Assurance Practitioner (AA 1000)

Certificate No : AA1000 (ACSAP) C.N: A09122401

Signature : 

