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Locations Covered

Unit-I(Chennai)plant :	Unit-II(Gurugram) Plant:	Unit-III (Pune) Plant:	Unit-IV(Ahmedabad)plant:
D8, SIPCOT Industrial Complex, Gummidipoondi-601201. Tamilnadu, India.	Pathreri Village, Billaspur Tauru Road, Pathreri(po), Gurugram, Haryana-123 413.	Plot No.A41,Phase II, Khalumbre MIDC,Chakan, Taluka Khed, Dist Pune, Maharashtra- 410 501.	Plot No:AV-31 & AV-32, GIDC Estate, sanand-2, Ahmedabad, Gujarat- 382110.

CORPORATE SUSTAINABILITY REPORT

Prepared by: R. Balamurugan
Designation : Deputy Manager

MITSUBA INDIA PRIVATE LIMITED Unit - I Plot No. D8 & D9 SIPCOT Industrial Complex, Gummidipoondi 601 201. TAMILNADU

Approved by: S. Raja Kumar
Designation : Chief Manager

Doc No	Issue No	Rev No	Date
• MIPL/ESG/D-220	• 01	• 00	• 25th APRIL, 2025

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CEO Message On Sustainability

At MIPL, our purpose has always been to deliver innovative and reliable electrical products, including wiper assemblies, windshield washers, starter motors, AC generators, starter generators, and fuel pump assemblies. As we continue to grow and expand our capabilities, we recognize that long-term success must be defined not only by technological excellence but also by our responsibility to the environment, our people, and society at large. Sustainability is at the core of our business strategy. By integrating Environmental, Social, and Governance (ESG) principles, we are ensuring that every stage of our operations—from design and manufacturing to delivery—reflects efficiency, responsibility, and resilience. On the environmental front, we are adopting cleaner technologies, reducing energy consumption, and enhancing resource efficiency to minimize our footprint.

We believe that our people are our greatest strength. We are committed to providing a safe, inclusive, and empowering workplace, while also contributing to the well-being of the communities around us through social development initiatives. Equally important is our focus on governance. We remain steadfast in our commitment to ethical practices, transparency, and accountability in every decision we make. Strong governance ensures that sustainability is not just a vision, but an integral part of how we operate. As CEO, I see sustainability not as a challenge but as an opportunity to innovate, inspire, and lead responsibly. With the continued support of our employees, partners, and stakeholders, MIPL is determined to build a future that is both progressive and sustainable.

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Message from CEO

To become a company that can grow sustainably, responding to the expectations of a mobility society

Our Group started a new midterm management plan in FY2023 that sees increased needs for electrification, where our core technologies can be utilized, even as we face a harsh business climate caused by the spike in raw material costs and wage increase, and changes in products to deal with the electrification of the automobile industry. In this midterm management plan, we have set out three management policies to serve as its pillars with the slogan of “Becoming a sustainable growing company that meets the expectations of a mobility society.” These are “Responding to mobility evolution,” “Strengthening the operating foundation,” and “Soundness of financial structure.” The entire Group is promoting this plan with a view to achieving Mitsuba Vision 2030.

Responding to mobility evolution

Technology is evolving and lifestyles are changing. So, to adapt to these, the demands of mobility are becoming ever-more sophisticated. In the field of electrification in particular, there are now needs that never existed before, and increasing chances for new businesses. At the same time, the emergence of new players in various countries has led to a decline in our market share in some regions, but we are working to expand our share in growing markets such as India. In addition, dealing with CASE (aneologism formed from the initial letters of Connected, Autonomous, Shared & Service, and Electric, representing the new technologies and services related to automobiles) has thrown into stark relief along the differences of the time axis for each country. However, we see this as an area where we will steadily move into in the future, so shall respond to these expectations through the evolution and integration of motor technology and control technology, which are our core technologies.

Strengthening the operating foundation

We have seen a certain level of results, such as recovering our equity ratio and reducing interest-bearing debt thanks to moving ahead with the reinforcement of corporate structure through increasing the sophistication of our revenue management and reforming our structure. To take this further, we will be reinforcing our basic management system of increasing the sophistication of PSI (Production, Sales, Inventory) and optimizing global quality costs, and reconstructing our production and supply system on a global basis to build a strong operating foundation.

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Soundness of financial structure

During the first two years of our midterm management plan, we improved our cash flow by adapting to the evolution of mobility, boosted our product competitiveness, and reinforced our operating foundation, working to create a sound accounting and finance system. In the latter three years of this plan, we will work to establish a stable business portfolio through shifting our management resources to growth fields while maintaining accounting and financial discipline, as well as working to construct a strong accounting and finance foundation that can support future businesses.

The global mobility evolution and motor demand will continue to expand and become more complex, and we have seen an increasing number of inquiry themes that lead to our new business chances. On the other hand, changes are happening to the products required and the speed of mobility evolution due to the environment surrounding each area. We shall continue working to respond to society's expectations and become a trusted company by ensuring compliance and reinforcing corporate governance so we can achieve the Mitsuba Vision 2030, which calls for contributing to a carbon-neutral society, based on our corporate philosophy of providing pleasure and peace of mind to the people of the world.

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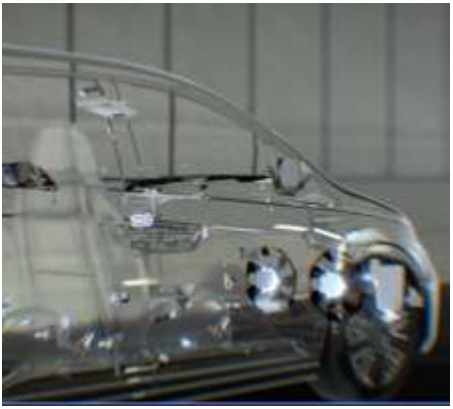
Mitsuba's Core Technology



We provide products in the diversifying mobility market using our “motor, control, and mechanism” technologies that meet the global needs of our customers including “safety,” “convenience and comfort,” and “concern for the environment.” We handle general-purpose electrical equipment that utilize our technologies while focusing on automobile products (four-wheeled electrical equipment) and motorcycle products (two-wheeled electrical equipment). Furthermore, to meet diversifying needs for electrified mobility, we are taking on challenges in new business areas that leverage our core technologies, such as micro mobility, logistics, and robotics.

POINT.01
Motor Technology

POINT.02
Electronic Control Technology

POINT.03
Mechanisms

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Mitsuba's Manufacturing

We focus greatly on in-house development of production lines, and are constantly searching for the most rational and optimal production system so we can maximize the competitiveness of our products. We are also developing a global production and supply system for customers throughout the world. In order to give our customers the best products, we will continue to evolve our own brand, technologies, and manufacturing methods.

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IR Calendar
FY2025

1st Quarter			2nd Quarter			3th Quarter			4th quarter		
Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.

- 5/14 March 2023 term Financial results announcement
- 5/23 March 2023 term Financial results briefing
- 6/26 General meeting of shareholders
- 8/5 First Quarter Financial Results Announcement
- 11/12 Second Quarter Financial Results Announcement
- 11/14 Second Quarter Financial Results Briefing
- 2/10 Third Quarter Financial Results Announcement


To Our Shareholders

MITSUBA VISION 2030


Midterm Management


Finance & Business


IR Reports


Share Information


Disclosure Policy


E-Public Notice


IR Support

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Message from Top Management

We would like to express our sincere gratitude for your continued support and cooperation in Mitsuba's business activities. The Mitsuba Group has worked to solve social issues by putting its basic philosophy into practice and has grown together with its stakeholders. This concept is the starting point of our company and will never change. We believe that it is precisely in times like these, when various social issues are becoming more apparent and serious, that it is important to return to this starting point in management, and we have positioned our basic philosophy as our “policy for sustainability activities. At the same time, the business environment surrounding us is becoming increasingly uncertain, and society as a whole is being called upon to respond to social issues such as environmental problems. Furthermore, stakeholder expectations of companies regarding sustainability are increasing, and we believe it is important to sincerely address and realize those expectations. To meet these expectations, our medium-term management plan (2023-2027) has adopted the slogan "Becoming a sustainable growing company that meets the expectations of a mobility society" and has set "enhancing sustainability" as a key issue. In FY2023, we further strengthened our sustainability activities by establishing sustainability promotion targets to solve materiality issues, proactively engaging in carbon neutrality and health management, and conducting CSR surveys of our suppliers. Through these efforts, we will continue to contribute to the realization of a sustainable society and enhance our corporate value. We look forward to your continued guidance and advice.

MITSUBA Corporation, Representative Director, Executive Vice President
Nobuyuki Take

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Introduction to Sustainability Report

Introduction to Sustainability Report

At MIPL, we take pride in being a leading Indian manufacturer of advanced electrical products, including Wiper Assemblies, Windshield Washers, Starter Motors, AC Generators, Starter Generators, and Fuel Pump Assemblies. For decades, we have built our reputation on engineering excellence, reliability, and innovation. As the global automotive and industrial sectors continue to evolve, sustainability has become an integral part of how businesses must operate. At MIPL, we view sustainability not as an obligation, but as an opportunity to create long-term value for our stakeholders and contribute positively to society and the environment.

This Sustainability Report reflects our commitment to integrating Environmental, Social, and Governance (ESG) principles into every aspect of our business. From optimizing energy consumption in our manufacturing processes to minimizing waste generation, we strive to reduce our environmental footprint while ensuring high product quality. Our social initiatives focus on employee welfare, community engagement, and fostering a culture of safety, inclusivity, and continuous learning. On the governance front, we adhere to transparent, ethical, and responsible business practices that strengthen trust with customers, partners, and regulators alike.

Through this report, we aim to communicate our progress, highlight our initiatives, and outline our goals for the future. We recognize that sustainability is a continuous journey, and we remain committed to innovation, collaboration, and accountability as we work towards building a resilient and responsible business. Together with our stakeholders, MIPL aspires to drive meaningful change for a sustainable tomorrow.

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Organizational Details

GRI 2-1:

Legal Name: MITSUBA INDIA PRIVATE LIMITED

Nature of ownership and legal form: MIPL

Location of its headquarters:

Unit-I(Chennai)plant : D8,SIPCOT Industrial Complex, Gummidipoondi-601 201. Tamilnadu, India.

Unit-II(Gurugram) Plant : Pathreri Village, Billaspur Tauru Road, Pathreri(po), Gurugram, Haryana-123 413.

Unit-III (Pune) Plant : Plot No.A41,Phase II, Khalumbre MIDC,Chakan, Taluka Khed, Dist Pune, Maharashtra- 410 501.

Unit-IV(Ahmedabad)plant No: AV-31 & AV-32, GIDC Estate,sanand-2, Ahmedabad, Gujarat- 382110.

Countries of operation: India

The reporting period is from April-2024 to March-2025

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GOVERNANCE

GRI:2-27 Strengthened ESG Governance Framework

We strengthened our governance framework to ensure robust ESG compliance and effective monitoring across all operations. Clear roles and responsibilities were assigned to management and oversight committees, ensuring accountability for sustainability performance. Policies and procedures were updated to integrate ESG requirements into strategic decision-making, risk management, and operational practices. Regular monitoring mechanisms and reporting structures were established to track compliance with regulatory standards, global frameworks, and stakeholder expectations. This enhanced governance approach reinforces transparency, ethical conduct, and long-term value creation.

Our governance framework mandated regular testing of wastewater, noise levels, and air emissions to ensure compliance with applicable environmental regulations and standards. These monitoring activities were integrated into our compliance and reporting systems, reinforcing accountability and transparency in environmental performance. Testing results were reviewed by management to identify gaps, implement corrective actions, and drive continuous improvement in environmental practices. This proactive approach strengthens our commitment to sustainable operations, regulatory adherence, and minimizing environmental impact while building trust with regulators and stakeholders.

Management ensured systematic planning, execution, and monitoring of all mock drills to reinforce preparedness and strengthen governance accountability in occupational safety management. These drills were designed to simulate emergency situations, test response mechanisms, and evaluate the effectiveness of safety protocols. Outcomes were documented, reviewed, and used to identify gaps and implement corrective measures, ensuring continuous improvement in workplace safety practices. This structured approach enhances organizational resilience, safeguards employees, and aligns with global best practices in occupational health and safety governance.

GRI 2-29: Approach to stakeholder engagement

During the year, we conducted structured stakeholder engagement sessions to identify key sustainability expectations and concerns relevant to our business. Stakeholders mapped included employees, customers, suppliers, regulators, and local communities, ensuring a comprehensive and inclusive approach. These sessions provided valuable insights into stakeholder priorities on environmental, social, and governance (ESG) issues. The outcomes of the engagement process directly informed our materiality assessment, enabling us to identify critical focus areas. This process further strengthened our ESG strategy by aligning business practices with stakeholder expectations, fostering transparency, and building long-term trust with all key stakeholder groups.

GRI 3-2: Materiality Assessment and ESG Prioritization

We conducted a comprehensive materiality assessment with active input from key stakeholders to determine the most relevant sustainability topics for our business and value chain. This assessment enabled us to identify priority Environmental, Social, and Governance (ESG) issues that matter most to stakeholders and the organization. For each priority area, we defined clear Key Performance Indicators (KPIs) to ensure continuous monitoring and transparent reporting of progress. Our approach was carefully aligned with global sustainability frameworks and industry best practices, ensuring credibility, comparability, and accountability in advancing our ESG commitments and long-term sustainability goals.

GRI 102: Employee Training on ESG Principles

Employees were trained on ESG principles, reporting practices, and material issues to build greater organizational sustainability maturity. The training covered key sustainability frameworks, ESG disclosures, and the company's materiality priorities, enabling employees to integrate ESG considerations into daily decision-making and business operations. These sessions enhanced awareness, improved accountability, and developed internal capacity for accurate and transparent ESG reporting. By embedding sustainability knowledge across the workforce, the organization strengthened its ability to meet stakeholder expectations and align with global sustainability standards.

GRI : 202 Fair Pay and Wage Equity Initiatives

We implemented targeted trainings and initiatives to close wage gaps, ensuring fair and equitable pay. Regular compensation reviews, unbiased evaluation training, and awareness programs reinforced transparency, equity, and inclusion, fostering a workplace culture where every employee is valued, respected, and rewarded fairly.

GRI 202-1 Wage Audits and Fair Compensation

Wage audits were conducted to ensure that employees receive adequate and fair wages aligned with living wage benchmarks, industry practices, and applicable labor standards. The process evaluated pay structures, identified potential disparities, and reinforced compliance with equity and fairness principles. By advancing fair treatment and safeguarding employee well-being, these audits supported organizational commitment to diversity, equity, and inclusion (DEI). Transparent and responsible compensation practices also strengthened employee trust, engagement, and retention, contributing to a positive workplace culture and long-term sustainability of the workforce.

At MIPL, we are committed to fair and equitable compensation practices. In 2024, the ratio of annual total compensation of our highest-paid individual to the median employee was 0.7, reflecting a balanced and transparent pay structure. This demonstrates our dedication to equity, responsible governance, and sustainable ESG practices, fostering trust and fairness across the organization.

At MIPL, we are committed to fair and equitable compensation aligned with ESG principles. In 2024, 100% of our direct employees were covered by a living wage benchmarking analysis. This ensures that all employees receive wages meeting or exceeding local living standards, promoting financial security, workforce satisfaction, and ethical labor practices, while reinforcing our dedication to responsible governance and sustainable business operations.

At MIPL, we ensure fair and equitable compensation as part of our ESG commitment. In 2024, 0% of our direct employees were paid below the living wage. This demonstrates our adherence to ethical labor practices and dedication to employee well-being. By providing fair wages, we foster financial security, workforce satisfaction, and a responsible, sustainable workplace culture.

At MIPL, we are committed to fair and ethical compensation for everyone in our workforce. In 2024, 0% of all employees, including direct employees and non-employee workers, were paid below the living wage. This reflects our dedication to equitable labor practices, financial security, and employee well-being, reinforcing our ESG principles and fostering a responsible, inclusive, and sustainable workplace culture across all levels of the organization.

At MIPL, we are committed to ensuring fair and equitable compensation for all employees. In 2024, the average wage gap for direct employees paid below the living wage against the living wage benchmark was 0%. This demonstrates our adherence to ethical labor practices, reinforces financial security, and promotes workforce satisfaction. By maintaining equitable pay, we uphold our ESG principles and foster a responsible, sustainable workplace culture.

GRI 205-1: Operations assessed for risks related to corruption

MIPL strengthens governance and ethical compliance by ensuring that 65% of its sites have been internally assessed or audited on specific business ethics issues. These audits review practices related to anti-corruption, fair labor, and responsible operations, helping identify gaps and drive corrective measures. By embedding ethics assessments into its management system, MIPL promotes transparency, accountability, and continuous improvement.

MIPL advances responsible business practices by applying a due diligence process on corruption and information security to 18% of identified risky trading partners. This process strengthens governance by assessing potential vulnerabilities, ensuring compliance with ethical standards, and protecting against business risks. By progressively extending due diligence coverage, MIPL fosters transparency, accountability, and trust within its value chain.

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

Audits were conducted to assess the effectiveness of anti-corruption frameworks, employee training programs, and compliance mechanisms designed to prevent bribery and unethical practices. These audits evaluated policy implementation, reporting systems, and adherence to legal and regulatory requirements. The process reinforced accountability, strengthened governance practices, and promoted a culture of integrity and transparency across all operations. Findings were used to enhance training effectiveness and improve monitoring systems, ensuring that the organization remains proactive in mitigating corruption risks and upholding the highest standards of ethical conduct.

MIPL upholds the highest ethical standards by ensuring that 100% of employees are trained on business ethics. Training programs cover anti-corruption, fair practices, compliance, and responsible conduct, fostering a culture of integrity and accountability across all operations. By embedding ethics awareness at every level, MIPL strengthens trust, minimizes risks, and aligns organizational values with global best practices. This initiative is consistent with GRI

GRI 205-3 Anti-Corruption Practices

MIPL reinforces its commitment to ethical governance by reporting zero confirmed corruption incidents (COUNT 0) during the reporting period. Strong compliance systems, internal audits, and employee training on anti-corruption ensure transparent and responsible operations. This outcome highlights MIPL's robust preventive measures and culture of integrity across its value chain.

MIPL fosters a transparent and ethical workplace by maintaining a formal whistleblower mechanism that ensures employees can report concerns safely and confidentially. During the reporting period, the company recorded zero reports related to the whistleblower procedure (COUNT 0). This outcome reflects trust in MIPL's governance framework and proactive grievance management practices.

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GOVERANCE PERFORMANCE DATA

GRI 202-1 Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees	0.7 Ratio
GRI 202-1 Percentage of direct employees covered by a living wage benchmarking analysis	100 %
GRI 202-1 Percentage of direct employees paid below living wage	0 %
GRI 202-1 Percentage of all employees paid below living wage, including direct employees and non-employee workers	0 %
GRI 202-1 Percentage of average wage gap for direct employees paid below living wage against a living wage benchmark	0 %
GRI 205-1 Percentage of all sites assessed or audited internally on a specific business ethics issue	65 %
GRI 205-1 Percentage of risky trading partners covered by a due diligence process on corruption or information security	18%
GRI 205-2 Percentage of employees trained on business ethics	100%
GRI 205-3 Number of reports related to whistleblower procedure	0 NOS
GRI 205-3 Number of confirmed corruption incidents COUNT 0, 59. Number of confirmed information security incidents	0 NOS

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ENVIRONMENT

GRI 303: WATER CONSERVATION PRACTICES

We implement responsible water usage across all MIPL units. Evidence includes plumbing layouts showing low-flow fixtures, sensor-based taps, and automated shut-off systems. Reuse of process water and condensate recovery is documented via internal reports and flow diagrams. Rainwater harvesting system photos, filtration maintenance logs, and tank capacity records show rainwater usage.

GRI 302 :ENERGY EFFICIENCY MEASURES

MIPL actively implements energy-efficient practices in its manufacturing processes. Evidence includes energy audit reports, before-and-after energy consumption data, and bills showing reduced electricity usage. Photos and specifications of installed LED lighting, VFDs (Variable Frequency Drives), and high-efficiency motors demonstrate upgrades. Solar panel installation images, generation logs, and net metering records highlight renewable energy efforts. We also maintain records of operational improvements—such as optimized machine idle time—that reduce energy wastage.

GRI 306:Waste Categorization Standards

MIPL maintains systematic waste segregation and disposal protocols. Evidence includes contracts with authorized vendors for hazardous, non-hazardous, and e-waste disposal. Photos of color-coded bins, waste categorization charts, and internal waste handling SOPs showcase onsite practices. Monthly waste generation logs, manifests for recyclable material collection, and scrap sale invoices serve as quantitative proof.

Certifications

We maintain robust documentation to ensure environmental regulatory compliance. ISO 14001:2015 certification is included along with scope, audit reports, and non-conformance closure records. Environmental clearance certificates, consent to operate (CTO), and consent to establish (CTE) from Pollution Control Boards are attached. Reports on statutory returns such as Form V, Form IV, and compliance with Hazardous Waste Rules are submitted.


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CERTIFICATE

MITSUBA INDIA PRIVATE LIMITED

OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEMS
ISO 45001:2018

IAF

Certifications


CERTIFICATE


CERTIFICATE


CERTIFICATE

GRI 305: Air Monitoring Test Report

MIPL carries out regular Ambient Air Quality Monitoring to ensure compliance with environmental standards and maintain a healthy work environment. Accredited external laboratories collect air samples from designated locations and analyze them for key pollutants such as PM_{10}, $PM_{2.5}$, SO_2, NOx, and VOCs. The monitoring process helps identify emission sources, assess the effectiveness of pollution control systems, and ensure compliance with Central and State Pollution Control Board norms. These proactive checks support continuous improvement in air quality management, safeguard employee health, and reinforce MIPL's ESG commitment to reducing its environmental footprint and promoting clean, sustainable operations.

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mats India Pvt. Ltd.
(Laboratory Services Division)

TEST REPORT

mats

mats India Pvt. Ltd.
(Laboratory Services Division)

TEST REPORT

UAL UNIVERSAL ANALYTICAL LAB

AN ISO 9001:CERTIFIED & GOVERNMENT APPROVED LABORATORY

Report No: UAL/HR/ 046/1134 Date: 14/12/2024

Issued to:
Mitsuba India Private Limited
(Unit-III)(Village Sihaspur, Tauru Road, Palhawi
Sihaspur Gurgaon, Haryana

Party's Ref No: Verbal
Dated: 11/12/2024
Lab Job Order No: HR/1134
Period of Testing: 11/12/2024 to 14/12/2024

TEST REPORT

A. SAMPLE PARTICULARS:

1.	Name of the Unit	: Mitsuba India Private Limited
2.	Type of the Sample	: Work Zone (Indoor Air Quality)
3.	Date of Sampling	: 13/12/2024
4.	Point of Sample Collection	: CW (Fly Wheel) Area
5.	Purpose of Analysis	: Monitoring
6.	Sample Collected/ Supplied by	: Lab Rep.
7.	Sampling Procedure	: IAL/SOP/SOP/01
8.	Sampling Plan	: 5.7.3 4.1 (A)

B. OBSERVATIONS:

1.	Sampling flow rate (lpm)	: 1.5
2.	Period of sampling (minutes)	: 480.0
3.	Total volume of air sampled (m^3)	: 0.48

C. TEST RESULTS:

Sl. No.	Parameters	Results	Limits as per (Factory Act 1948)	Test Method
1	Suspended Particulate Matter (mg/m^3)	0.691	10	IAL/SOP/WQ/01
2	Sulphur Dioxide (SO_2) (mg/m^3)	0.023	5	IAL/SOP/WQ/02
3	Nitrogen Dioxide (NO_2) (mg/m^3)	0.001	5	IAL/SOP/WQ/03
4	Carbon monoxide(CO) (mg/m^3)	2.29	55	IAL/SOP/WQ/04

Authorised Signatory
Ajeet Singh
Technical Manager

UAL UNIVERSAL ANALYTICAL LAB

AN ISO 9001:CERTIFIED & GOVERNMENT APPROVED LABORATORY

Report No: UAL/HR/ 0865/1134 Date: 16/12/2024

Issued to:
Mitsuba India Private Limited
(Unit-III)(Village Sihaspur, Tauru Road, Palhawi
Sihaspur Gurgaon, Haryana

Party's Ref No: Verbal
Dated: 11/12/2024
Lab Job Order No: 1134
Period of Testing: 14/12/2024 to 16/12/2024

TEST REPORT

A. SAMPLE PARTICULARS:

1.	Name of the Unit	: Mitsuba India Private Limited
2.	Type of the Sample	: Ambient Air Sample
3.	Date & Time of Sampling	: 13/12/2024 12:00 PM to 14/12/2024 12:00 PM
4.	Point of Sample Collection	: Near GG Area
5.	Purpose of Analysis	: Monitoring
6.	Sample Collected/ Supplied by	: Lab Representative
7.	Sampling Procedure	: IAL/SOP/AAQ/01
8.	Sampling Plan	: 5.7.3 4.1 (A)
9.	Weather Condition	: Clear Sky

B. OBSERVATIONS:

1.	Sampling flow rate for GPM (lpm)	: 1.33
2.	Period of sampling (minutes)	: 1440.0
3.	Total volume of air sampled (m^3)	: 1920.0

C. TEST RESULTS:

Sr. No.	Parameters	Results	NAAQS limits as per NAAQS,2009	Test Method
1	Particulate Matter($PM_{2.5}$) ($\mu g/m^3$)	55.3	60 Max.	IS: 5182(P-24)
2	Particulate Matter(PM_{10}) ($\mu g/m^3$)	93.0	100 Max.	IS: 5182(P-23)
3	Sulphur Dioxide (SO_2) ($\mu g/m^3$)	30.4	80 Max.	IS: 5182(P-2)
4	Nitrogen Dioxide (NO_2) ($\mu g/m^3$)	34.6	80 Max.	IS: 5182(P-6)
5	Ammonia(NH_3) ($\mu g/m^3$)	27.1	400 Max.	IS: 5182(P-25)
6	Carbon Mono Oxide (CO) (mg/m^3)	1.09	4 Max.	IS: 5182(P-10)
7	Ozone(O_3) ($\mu g/m^3$)	<10	100 Max.	IS: 5182(P-9)
8	Benzene(c6h6) ($\mu g/m^3$)	<1.0	5 Max.	IS: 5182(P-11)
9	Benzo(a)pyrene (BaP) (ng/m^3)	<1.0	1 Max.	IS: 5182(P-12)
10	Lead(Pb) ($\mu g/m^3$)	<0.02	1 Max.	IS: 5182(P-22)
11	Arsenic(As) (ng/m^3)	<20	6 Max.	IS:5182(P-22)
12	Nickel(Ni) (ng/m^3)	<20	20 Max.	IS:5182(P-22)
13	Ozone(O_3) ($\mu g/m^3$)	<10	180 Max.	IS:5182(P-9)

Authorised Signatory
Ajeet Singh
Technical Manager

GRI 303:Water Quality Testing Initiative

MIPL undertakes regular external water quality assessments to ensure compliance with IS 10500:2012 standards for potable water. The provided test report confirms that treated drinking water from the facility meets all required chemical and biological parameters, including pH, TDS, hardness, chlorides, nitrates, and microbial presence. Certified by a NABL-accredited lab, the results verify that water is safe for human use and free from contaminants. This initiative reflects MIPL's proactive ESG commitment to employee health, environmental responsibility, and regulatory compliance, while ensuring sustainable and safe water use across its operations.

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GRI 303:Water Quality Test Report

GRI 303: Wastewater Quality Monitoring Initiative

MIPL demonstrates its commitment to environmental sustainability through regular monitoring and testing of treated wastewater. The “Water Reports – WWT” certificate verifies that effluent discharged from the facility complies with statutory norms under CPCB and Tamil Nadu Pollution Control Board (TNPCB) guidelines. Parameters such as pH, Biological Oxygen Demand (BOD), Chemical Oxygen Demand (COD), Total Suspended Solids (TSS), and oil & grease are evaluated to ensure environmental safety.

GRI 303: Wastewater Quality Monitoring Test Report

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Vardan Envirolab LLP

Test Report


Vardan Envirolab LLP

Test Report


Vardan Envirolab LLP

Test Report


Vardan Envirolab LLP

Test Report

GRI 403: Noise Monitoring Test Report

MIPL conducts periodic Noise Level Monitoring to ensure workplace and surrounding areas remain within permissible limits set by environmental and occupational safety regulations. Accredited agencies measure noise levels at different plant locations, covering both day and night conditions, using calibrated sound level meters. Data is compared against CPCB-prescribed limits to ensure compliance. Corrective measures, such as installing acoustic enclosures, vibration dampers, and noise barriers, are implemented wherever necessary. This proactive approach minimizes noise pollution, safeguards employee hearing health, reduces community disturbance, and aligns with MIPL's ESG commitment to maintaining a safe, healthy, and environmentally responsible workplace.


UAL UNIVERSAL ANALYTICAL LAB PRIVATE LIMITED
TEST REPORT

9. Stack Emission Test Report

MIPL conducts regular Stack Emission Testing to monitor and control air pollutants released from fuel-based equipment such as DG sets, ovens, and boilers. Accredited third-party laboratories measure key parameters including Particulate Matter (PM), Sulphur Dioxide (SO_2), Oxides of Nitrogen (NOx), and Carbon Monoxide (CO) against CPCB-prescribed standards. Test results help evaluate the efficiency of pollution control systems like scrubbers and filters. Any deviation triggers prompt corrective measures to ensure compliance. This initiative reduces environmental impact, supports regulatory adherence, and reflects MIPL's ESG commitment to clean air management, sustainable manufacturing, and continuous improvement in emission control practices.


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mats India Pvt. Ltd.
TEST REPORT

Stack Emission Test Report

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TEST REPORT

GRI 303-1: Borewell Water Test Report

MIPL conducts periodic borewell water quality testing to ensure compliance with environmental and health standards. The testing is carried out by a NABL-accredited laboratory, measuring parameters such as pH, hardness, TDS, chloride, fluoride, heavy metals, and microbiological content. The results confirm that the borewell water meets permissible limits as per IS 10500:2012 (BIS standards), ensuring safe and sustainable usage. This practice supports our ESG commitment by safeguarding employee health, preventing environmental contamination, and promoting responsible resource management. Test reports are documented, reviewed annually, and corrective actions are taken immediately if any deviations are identified.

GRI 303: Bore well Water Test Report

UAL UNIVERSAL ANALYTICAL LAB PVT. LTD.

TEST REPORT

UAL UNIVERSAL ANALYTICAL LAB

TEST REPORT

GRI 303: STP Inlet

MIPL monitors the quality of wastewater entering its Sewage Treatment Plant (STP) to ensure effective treatment and compliance with environmental norms. The STP inlet samples are periodically tested for parameters such as pH, Total Suspended Solids (TSS), Biochemical Oxygen Demand (BOD), and Chemical Oxygen Demand (COD) to assess pollutant levels before processing. Regular monitoring enables early detection of abnormalities, supports preventive maintenance, and ensures the STP operates efficiently. This initiative reflects our commitment to reducing the environmental impact of manufacturing operations, conserving water resources, and meeting statutory requirements, thereby promoting sustainable industrial wastewater management practices.

GRI 303-2 STP Outlet

MIPL ensures that treated water from its STP meets prescribed discharge standards by conducting regular outlet water quality tests. Parameters such as pH, TSS, BOD, COD, and residual chlorine are checked to verify treatment efficiency and environmental compliance. Consistently maintaining high-quality treated water enables its safe reuse in gardening, floor cleaning, and other non-potable applications, thus conserving freshwater resources. This practice not only meets legal discharge norms but also demonstrates our proactive approach to resource conservation and pollution control. By maintaining a robust monitoring system, we uphold our ESG commitments toward responsible water stewardship and sustainable manufacturing operations.

TEST REPORT

GRI 303-2 ETP Plating Inlet Water

MIPL closely monitors the quality of wastewater generated from its plating processes before it enters the Effluent Treatment Plant (ETP). Inlet water is regularly tested for parameters such as pH, Total Dissolved Solids (TDS), Heavy Metals (Nickel, Chromium, Zinc), Cyanides, and Chemical Oxygen Demand (COD). This helps assess pollutant loads and plan effective treatment to meet environmental norms. Timely monitoring enables corrective actions, ensuring the ETP operates efficiently and prevents contamination risks. This initiative reflects MIPL's commitment to responsible chemical handling, compliance with statutory discharge standards, and sustainable manufacturing through effective management of industrial effluents from plating operations.

GRI 303: ETP Adoline Test Report

MIPL conducts regular testing of its Effluent Treatment Plant (ETP) to ensure compliance with environmental discharge standards. The test reports, dated 01.03.2025 and 07.03.2025, confirm that treated effluent meets regulatory limits for parameters such as pH, Biological Oxygen Demand (BOD), Chemical Oxygen Demand (COD), and Total Suspended Solids (TSS). These periodic tests are carried out by accredited external laboratories, ensuring unbiased verification of performance. Consistent compliance reflects MIPL's commitment to pollution prevention, water conservation, and ESG standards. This initiative safeguards local water bodies, supports environmental sustainability, and ensures adherence to Tamil Nadu Pollution Control Board norms.

GRI 303: ETP Adoline Test Report

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TEST REPORT

TEST REPORT

GRI 303-2 ETP Alumite Inlet Water

MIPL regularly monitors the quality of ETP Alumite Inlet Water at its Wastewater Treatment (WWT) facility to ensure effective effluent treatment. A 5.0-liter sample, drawn by an authorized lab representative, is analyzed for critical parameters such as pH, heavy metals, suspended solids, and chemical contaminants before treatment. This proactive monitoring ensures the ETP operates efficiently, preventing pollutants from entering the environment. By maintaining stringent quality checks at the inlet stage, MIPL safeguards downstream processes, ensures compliance with Tamil Nadu Pollution Control Board (TNPCB) norms, and demonstrates its commitment to water conservation and sustainable industrial wastewater management.

GRI 305:Stack & Process Vent Emissions from Stationary Sources

MIPL conducts regular monitoring of emissions from process stacks and vents associated with stationary sources in its manufacturing operations. Parameters such as Particulate Matter (PM), Sulphur Dioxide (SO_2), Nitrogen Oxides (NO_x), Volatile Organic Compounds (VOCs), and other specific pollutants are measured to ensure compliance with regulatory standards. Continuous or periodic stack monitoring helps identify trends, optimize process efficiency, and implement pollution control measures like scrubbers and filters. By proactively managing air emissions, MIPL minimizes environmental impact, safeguards employee health, and upholds statutory obligations, demonstrating its ESG commitment to clean air, responsible manufacturing, and sustainable industrial operations.

GRI 303: ETP Inlet – Environmental Initiative

MIPL conducts regular sampling and testing of **ETP Inlet Water** as part of its Pollution & Environment management program. A 2.5-liter sample, collected by a certified lab representative, undergoes chemical analysis to measure pollutants such as oils, suspended solids, COD, and BOD before treatment. This early-stage monitoring ensures that the Effluent Treatment Plant (ETP) operates efficiently and can handle variable contamination loads. By systematically tracking inlet water quality, MIPL ensures compliance with environmental regulations, prevents untreated discharges, and strengthens its ESG commitment to water conservation, pollution control, and sustainable industrial wastewater management.

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mats India Pvt. Ltd.
(Laboratory Services Division)

TEST REPORT

S.No.	Parameters	Unit	Test Method	Result
1	Colour	Hazen		
2	pH at 25°C	-		
3	Total Dissolved solids	mg/L		
4	Total Suspended Solids	mg/L		
5	Chloride as Cl	mg/L		
6	Sulphate as SO4	mg/L		
7	Oil & Grease	mg/L		
8	Chemical Oxygen Demand	mg/L		
9	Bio Chemical Oxygen Demand@27°C For 3 Days	mg/L		

End of Report

Page 1 of 1

GRI 304: Biodiversity and Green Initiatives

MIPL promotes ecological balance through plantation drives and biodiversity conservation activities. Evidence includes photos and GPS-tagged maps of tree plantation zones within or near company premises. Participation records from employee green events (like World Environment Day), nursery purchase bills, and maintenance logs for green cover demonstrate ongoing commitment.

GRI 404: Employee Awareness and Training

At MIPL, environmental education is embedded in employee culture. We maintain attendance sheets, photographs, and feedback forms from training sessions on waste segregation, energy conservation, pollution prevention, and sustainability practices. Internal communications like posters, newsletters, or green reminders (emailers, banners) are included. Records of participation in environmental challenges, quizzes, or sustainability pledge campaigns offer further evidence.

GRI 302: Blade Press Fit Machine

MIPL ensures optimal performance and environmental compliance of its Blade Press Fit Machine used in the Arm & Blade Assembly line through a structured preventive maintenance program. This includes lubrication of all moving parts (guide rod, cylinder rod) to reduce friction and energy loss, pneumatic system checks for air leakage prevention, and proper wire routing to avoid energy wastage or hazards. Electrical systems, including alarm lights, switches, and sensors, are inspected for correct operation. Regular maintenance minimizes breakdowns, extends equipment life, reduces waste, and ensures safe, efficient production in alignment with MIPL's ESG objectives.

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GRI 403 Arm Load Checking Machine

MIPL maintains the Arm Load Checking Machine through structured preventive maintenance to ensure efficiency and environmental responsibility. Lubrication of guide rails, guide rods, and LM blocks minimizes friction, reducing energy demand. Pneumatic systems are inspected for correct pressure (0.35–0.45 MPA) and zero air leakage to conserve energy. Proper wire routing and FRL condition checks enhance operational reliability. Electrical systems, including alarm lights, switches, and sensors, are tested for safe and efficient functioning. These measures reduce downtime, prevent wastage, and extend machine life, aligning with MIPL's ESG goals of energy efficiency, resource conservation, and workplace safety.

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GRI 302: Hydraulic Press Machine

MIPL operates energy-efficient hydraulic press machines designed to reduce environmental impact during metal forming processes. These machines are equipped with variable displacement pumps and pressure control systems to minimize power consumption. Eco-friendly, biodegradable hydraulic oils are used to prevent soil and water contamination. Acoustic enclosures and vibration dampers reduce noise pollution, enhancing workplace safety. Regular preventive maintenance ensures leak prevention and system efficiency. All operations comply with environmental regulations and align with MIPL's ESG objectives of resource conservation, pollution control, and safe manufacturing. This initiative reflects a commitment to sustainable and responsible industrial practices.

GRI 302: Spring Insert Machine

MIPL operates the Spring Insert Machine with a strong focus on efficiency and sustainability. Lubrication of guide rods is performed regularly to minimize friction and conserve energy. The pneumatic system is maintained at 0.35–0.45 MPA with zero leakage, ensuring optimal air use and reduced compressor load. Solenoid valves and FRL units are inspected to maintain reliable operation and avoid waste. Air pipe dressing is checked to prevent leaks and energy loss. Electrical switches are tested for functionality, ensuring safety and reducing downtime. These actions support MIPL's ESG goals of energy efficiency, pollution control, and sustainable operations.

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GRI 302: Spring Load Adjustment Machine

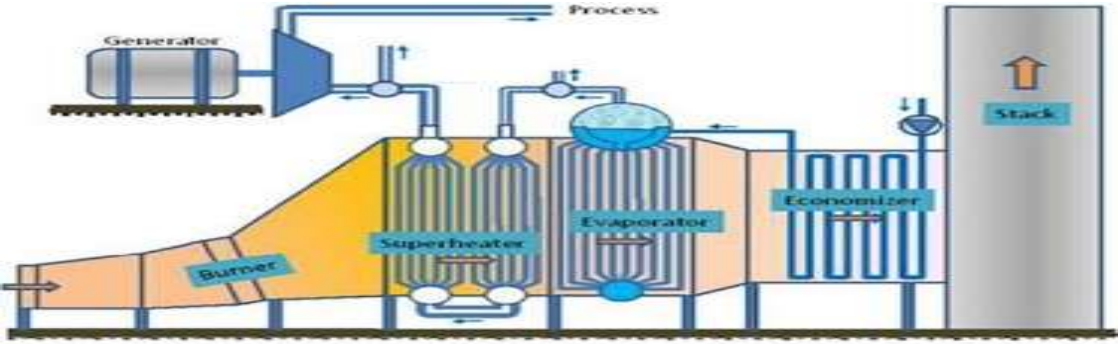
At MITSUBA INDIA PVT. LTD. (MIPL), the Spring Load Adjustment Machine is maintained through systematic preventive checks to improve efficiency and meet ESG commitments. Lubrication of guide rails, ball screws, and LM blocks reduces friction and energy usage. Pneumatic systems are maintained at optimal pressure (0.35–0.45 MPA) with zero air leakage to conserve compressed air and reduce compressor load. Proper pneumatic line routing ensures safety and operational reliability. Electrical systems, including buzzer, electric panel connections, switches, and sensors, are regularly inspected to ensure safe, energy-efficient performance. These initiatives extend machine lifespan, minimize downtime, and support resource conservation.

GRI 302: Curing Oven

The **Curing Oven** at MITSUBA India Pvt. Ltd. is a critical equipment used in the stator assembly process to ensure proper curing of coated and treated components. Designed for consistent heating, it maintains controlled temperatures to achieve durability, finish quality, and product performance. The system integrates lubrication, electrical, and general maintenance checks including chain, bearing shafts, electrical connections, blower motors, and heating terminals. Preventive maintenance is performed quarterly to ensure safe and efficient operation. With advanced insulation and controlled heating, the curing oven not only enhances product quality but also supports energy efficiency and workplace safety, reducing environmental footprint.

GRI 306: Reverse Logistics Frame work

MIPL has implemented a structured take-back and buy-back program to collect end-of-life products for remanufacturing, recycling, or safe disposal. This initiative ensures that electrical components like wiper assemblies, motors, and fuel pumps do not end up in landfills. Returned products are assessed for reuse, parts recovery, or eco-friendly dismantling. Dedicated collection points, reverse logistics, and disposal partnerships are established to ensure compliance with e-waste rules.



GRI 302: Thermal Efficiency Program

MIPL designs electrical products such as wiper assemblies, starter motors, and fuel pumps with an emphasis on safety, durability, and energy efficiency during usage. Clear user manuals, safety symbols, and maintenance guidance are provided to ensure safe and optimal use by customers. Design for easy maintenance and modular components extend the product's lifecycle and reduce operational risks.

GRI 306: Toxic Material Awareness

MIPL conducts structured training programs for employees on the safe handling, storage, and disposal of hazardous substances used in manufacturing. Training covers Material Safety Data Sheets (MSDS), spill response, use of personal protective equipment (PPE), and regulatory compliance such as the Hazardous Waste Management Rules. Regular drills and assessments ensure knowledge retention and safety preparedness. Hazard labels, signage, and containment protocols are enforced across the plant. This initiative minimizes health risks, prevents environmental contamination, and supports ISO 14001 and ESG safety requirements, building a workplace culture of awareness, accountability, and continuous improvement in hazardous material management.

GRI 306-5: Disposal Audit Trail

To manage e-waste responsibly, MIPL has implemented a digital traceability system to monitor the lifecycle and end-of-life handling of its electronic products. Each product is tagged with a serial number for tracking through reverse logistics, disassembly, and disposal or recycling. Certified e-waste handlers are partnered to ensure regulatory compliance and environmental safety. The system provides audit trails and supports Extended Producer Responsibility (EPR) documentation. This initiative reduces environmental leakage of harmful materials, promotes recycling, and ensures full visibility into e-waste

GRI 416: Product Wellness Evaluation

MIPL undertakes company-specific research to identify potential health impacts related to the use of its electrical products. Studies focus on electromagnetic emissions, noise levels, thermal hazards, and ergonomics. Collaborations with third-party testing agencies and internal audits ensure safety thresholds are met or exceeded. The findings inform product redesign, labeling, and usage recommendations. Results are documented and shared in product literature to empower informed customer decisions. This proactive research initiative reinforces MIPL's ESG commitment to customer health and safety, supports compliance with product safety norms, and demonstrates leadership in responsible product innovation and risk reduction.

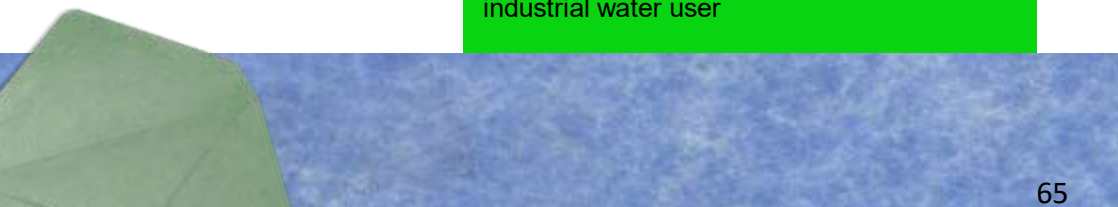
GRI 305: Greenhouse Gas Check

MIPL conducts periodic energy and carbon audits to assess and reduce energy consumption and greenhouse gas (GHG) emissions across operations. These audits are performed by certified energy auditors and cover machinery, lighting, HVAC, and utility systems. Data is analyzed to identify inefficiencies, recommend improvements, and implement carbon reduction strategies. Key actions include installing energy-efficient equipment, automation, and process optimization.

Audit findings support internal ESG reporting and align with India's PAT (Perform, Achieve, and Trade) and ISO 50001 requirements. These audits form the backbone of our decarbonization roadmap, contributing to both operational savings and long-term climate targets.

GRI 306: Contaminant Extraction Program

MIPL operates a wastewater treatment system specifically designed to remove heavy metals such as lead, chromium, and nickel, often present due to surface treatment processes. The system uses advanced filtration, precipitation, and neutralization technologies to treat effluent before discharge. Routine water testing ensures compliance with the Central Pollution Control Board (CPCB) standards. Sludge is handled by authorized recyclers. Regular equipment calibration and staff training maintain system effectiveness. This initiative prevents water pollution, protects ecosystems, and ensures compliance with ESG and legal environmental obligations. It also helps maintain MIPL's reputation as a responsible industrial water user



GRI 306: Responsible Disposal Program

MIPL provides regular training to employees on waste reduction, segregation, and responsible disposal practices. Sessions focus on identifying recyclable, hazardous, organic, and non-recyclable waste and using color-coded bins across the facility. Employees are educated on source reduction strategies, reuse practices, and material recovery.

GRI 417: Usage Instruction Program

MIPL ensures that all products are accompanied by clear, comprehensive information on safe usage, handling, installation, and maintenance. Labels and instruction manuals include pictograms, electrical ratings, health precautions, and emergency instructions in compliance with BIS and RoHS guidelines. Customer service teams are trained to address product safety queries, and digital resources such as videos and guides are available on the company website.

This initiative enhances end-user safety, reduces product misuse, and reflects MIPL's dedication to ESG principles by promoting responsible product stewardship and transparent customer communication.

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GRI 302-1: Efficiency Monitoring System

MIPL actively monitors and reduces its energy consumption and greenhouse gas (GHG) emissions through targeted efficiency upgrades, optimized production processes, and use of renewable energy. Energy meters and management systems track real-time usage, while carbon footprints are assessed periodically

Initiatives include LED lighting, high-efficiency motors, and inverter-based drives. Emissions are minimized through cleaner fuels and emission-control devices. This contributes to national and global climate goals, aligns with ISO 50001, and supports transparent ESG reporting. MIPL also educates employees on energy-saving practices, fostering a workplace culture of energy stewardship and environmental responsibility.

GRI 403: Incident Management Framework

MIPL has a comprehensive emergency preparedness and response procedure, including a product recall mechanism to protect customer safety and regulatory compliance. This includes risk identification, containment protocols, root-cause analysis, and communication plans. Regular mock drills and training sessions equip employees to respond swiftly to incidents like fires, chemical spills, or defective product recalls.

GRI 303: Zero Liquid Discharge

MIPL integrates advanced technologies to recycle and reuse water within its manufacturing facilities. Processes such as reverse osmosis, ultrafiltration, and rainwater harvesting are employed to reduce freshwater intake. Recycled water is used for cooling systems, gardening, and non-potable industrial purposes. Periodic water audits ensure efficiency and compliance with CPCB norms. This initiative significantly reduces water footprint and supports sustainable water stewardship. It aligns with ESG goals by protecting local water resources and addressing water

GRI 303-2: Aquatic Impact Control

Water is treated as a critical environmental resource at MIPL. The company implements a holistic water management strategy that includes efficient usage, recycling, treatment, and conservation. Zero-liquid discharge practices, leak detection systems, and water-efficient fixtures are deployed to minimize wastage. All wastewater is treated before discharge to meet regulatory standards. Rainwater harvesting and groundwater recharge projects enhance water availability. Monthly tracking supports ESG reporting and identifies areas for improvement. These actions protect natural resources, ensure compliance with India's Water Act, and reflect MIPL's long-term commitment to sustainable industrial water use.

GRI 403 : Wellness Communication Strategy

MIPL runs targeted awareness programs to inform customers about health and safety aspects related to its products. Each product is accompanied by manuals detailing usage precautions, handling instructions, and emergency measures. Digital outreach includes videos, technical bulletins, and online FAQs. Feedback channels are open to report concerns and improve communication. Where applicable, environmental and health certifications are provided to reassure stakeholders.

This initiative promotes responsible usage, mitigates user risk, and enhances brand trust. It reflects MIPL's commitment to transparent customer engagement and ESG principles that prioritize user well-being

GRI 303: Ecosystem Support Initiative

MIPL actively engages in environmental services and advocacy by partnering with local communities, NGOs, and industry groups. Efforts include tree-planting drives, public clean-up campaigns, plastic-free awareness programs, and participation in government-led green initiatives. Internally, employees are encouraged to volunteer for sustainability causes. MIPL also advocates for responsible manufacturing and product stewardship through industry associations. These services amplify environmental impact beyond factory operations, enhance corporate reputation, and build stakeholder trust.

GRI 304:Wildlife Preservation Strategy

MIPL is committed to preserving local biodiversity through on-site greening, native species plantation, and pollution control. Buffer zones, green belts, and water conservation efforts help maintain local flora and fauna. Environmental Impact Assessments (EIA) are conducted before any site expansion. The company also supports external biodiversity conservation programs and awareness campaigns .No harmful discharges are made into ecologically sensitive zones. This initiative safeguards natural habitats, complies with Indian biodiversity legislation, and demonstrates MIPL's ESG leadership in protecting ecosystems and promoting harmony between industry and nature.

GRI 403: Issue Escalation Process

MIPL has established structured mechanisms to collect and respond to external feedback on product-related health and safety issues. Multiple channels—hotlines, online forms, customer service desks—are maintained to receive inputs from users, regulators, and other stakeholders. Every concern is logged, investigated, and addressed with corrective action. Trends are analyzed to drive continuous improvement and prevent recurrence.

GRI 301-3: Low-Impact Substance Plan

MIPL substitutes hazardous substances with less toxic alternatives wherever feasible in its manufacturing processes. This includes transitioning to water-based paints, lead-free solder, and halogen-free cables. Procurement teams are trained to source green materials, and R&D teams validate substitutes for performance. Material Safety Data Sheets (MSDS) are regularly reviewed, and compliance is maintained with RoHS and REACH guidelines.This initiative protects worker health, ensures safer emissions, and supports ESG compliance.

GRI 403: Ventilation Upgrade Plan

MIPL implements robust measures to monitor and control air pollution at its facilities. This includes installing stack emission monitors, fume extractors, air scrubbers, and filters on critical equipment. Emission sources are regularly audited and controlled through preventive maintenance. Dust suppression systems and green buffer zones further reduce airborne pollutants. Compliance with the Air (Prevention and Control of Pollution) Act is strictly enforced. These actions protect ambient air quality and health of workers and communities. They align with ESG goals of pollution reduction and industrial responsibility toward clean air.

GRI 403-1: Diagnostic Equipment Support

MIPL provides service parts, diagnostic tools, and maintenance programs to support repair, not replacement, of its products. This helps extend product life, reduce e-waste, and support the circular economy. Technical documentation and support centers help customers and service providers troubleshoot issues efficiently.

GRI 306: Disposal Awareness Campaign

MIPL has adopted a structured approach to manage product end-of-life through reverse logistics, disassembly, recycling, and safe disposal. Partnerships with authorized recyclers and collection centers ensure compliance with India's E-Waste Management Rules. Products are designed for ease of disassembly and material separation. Clear disposal instructions are provided to users. Collected components are either reused, recycled, or safely treated. This reduces landfill impact, encourages circular resource use, and aligns with the company's ESG goals and Extended Producer Responsibility (EPR) commitments.

GRI 416: Chemical-Free Components

MIPL has committed to phasing out substances of concern in electrical and electronic products, including lead, cadmium, brominated flame retardants, and phthalates. Compliance with global RoHS and REACH standards is verified through third-party lab testing. Materials are screened at the procurement stage, and safe design principles guide product development. Labels inform customers of hazardous content where applicable.

GRI 301: Natural Resource Substitution

MIPL incorporates eco-friendly and bio-based input materials, such as biodegradable plastics, recycled polymers, and water-based adhesives, in product design and manufacturing. Suppliers are vetted for sustainable sourcing, and procurement policies prioritize materials with low environmental impact. Material performance is evaluated to ensure functionality and safety. This transition reduces the carbon footprint and supports circular economy principles. Environmental compliance, such as REACH and RoHS, is maintained.

GRI 302: Sustainable Power Supply

MIPL actively invests in renewable energy through both on-site generation (such as solar panels) and procurement of green power from certified suppliers. The initiative reduces reliance on fossil fuels and supports India's transition to a low-carbon economy.

Renewable energy use is tracked through energy meters and reflected in the company's GHG inventory. Power Purchase Agreements (PPAs) and Renewable Energy Certificates (RECs) are also leveraged.

GRI 301: Modular Product Development

MIPL adopts Design for Environment (DfE) principles to ensure products can be easily disassembled, remanufactured, or recycled at end-of-life. Modular design, standardized fasteners, and clear labeling make component separation straightforward. Avoidance of glue and mixed materals enhances recyclability. This supports Extended Producer Responsibility (EPR) and helps customers or recyclers manage disposal sustainably. It also enables remanufacturing and parts reuse, reducing resource use and waste. This initiative aligns with circular economy goals and shows MIPL's foresight in product lifecycle management, contributing to lower environmental impacts and cost savings over time.

GRI 306: Responsible Waste Handling

MIPL applies stringent controls on materials, chemicals, and waste through documented protocols. Hazardous substances are minimized or substituted, while material inventories are tracked via MSDS and ERP systems. Waste is segregated at source, categorized, and either recycled, reused, or disposed of through certified vendors.

Continuous audits ensure compliance with environmental laws like the Hazardous Waste Rules. Safe handling and storage measures prevent spills and contamination. This integrated approach supports ESG goals related to pollution prevention, resource efficiency, and workplace safety. It also enhances operational efficiency and reduces environmental liabilities.

GRI 306 : Disposal Network Engagement

MIPL collaborates with recyclers, customers, industry bodies, and government agencies to manage product end-of-life sustainably. Partnerships with authorized e-waste handlers ensure compliance with Indian EPR and e-waste regulations. Customer awareness campaigns, take-back schemes, and collection drives are conducted periodically. Technical data is shared to facilitate dismantling and recovery. Joint research and pilot programs aim to improve recyclability. These collaborations build trust, reduce environmental impact, and create closed-loop systems. This initiative also enhances stakeholder engagement and meets ESG goals for circular economy integration and responsible product stewardship.

GRI 302: Equipment Optimization Strategy

MIPL continuously upgrades its equipment and technology to improve energy efficiency. This includes replacing outdated machinery with energy-efficient models, installing variable frequency drives (VFDs), using LED lighting, and implementing automated control systems. Energy audits identify inefficiencies, and corrective actions are promptly taken. These upgrades lower operational costs and reduce GHG emissions.

GRI 301: Material Loop Closure

MIPL integrates recovered input materials like recycled plastics, reprocessed metals, and reused packaging materials into its production processes. Suppliers are selected based on their ability to provide certified, high-quality recovered materials. Usage is tracked and reported as part of the company's circular economy metrics. This reduces the need for virgin raw materials and minimizes environmental degradation associated with extraction. Internal recovery of materials from production waste is also promoted.

GRI 306-2: Smart Storage Guidelines

MIPL provides customers and internal users with detailed guidance on the efficient use, storage, and maintenance of products. This includes manuals, digital tutorials, and maintenance checklists aimed at prolonging product life.

Employees are trained to assist customers in optimizing performance. Information covers correct operating conditions, cleaning procedures, and troubleshooting techniques. Proper maintenance reduces energy use, extends durability, and prevents safety hazards. This supports ESG principles of responsible consumption, product stewardship, and customer safety while also enhancing satisfaction and product reliability.

GRI 306: Digital Waste Labeling

MIPL has implemented programs to label, sort, and recover electrical and electronic components. Products are marked with recycling symbols and hazard information to support responsible handling. Disassembly guides are provided to facilitate end-of-life recovery. Recovery bins are placed at company premises and partnered retail outlets. E-waste collection is routed to authorized recyclers for compliant processing. Employees are trained in sorting components to maximize recovery. This initiative supports India's E-Waste Management Rules, encourages circularity, and enhances the company's ESG profile in waste reduction and product responsibility.

GRI 301:Hazard-Free Product Commitment

MIPL prioritizes customer health and safety through robust product design, compliance testing, and clear usage instructions. All products undergo risk assessments and are certified to relevant safety standards before market release. Potential hazards are minimized through engineering controls and material selection. Safety labels, protective features, and emergency usage guidelines are integrated.Feedback loops allow for continuous improvement based on customer experiences. This initiative not only ensures legal compliance but also builds customer trust and aligns with ESG priorities by protecting user well-being and reducing liability.

GRI 306: Disposal Flow Analysic

MIPL conducts detailed mapping of all waste streams generated across its operations, classifying them into hazardous, recyclable, biodegradable, and inert categories. Each stream is quantified, tracked, and assigned an appropriate treatment or disposal method. Waste movement is recorded in digital logs and aligned with regulatory reporting requirements. Streamlining waste flows helps identify reduction opportunities, improves segregation at source, and reduces disposal costs. This initiative supports transparency, environmental compliance, and data-driven decision-making within ESG frameworks, contributing to responsible resource management and reduced environmental impact.

GRI 303: Discharge Compliance Check

MIPL performs regular wastewater quality assessments in line with CPCB standards. Treated effluents are tested for pH, BOD, COD, TSS, oil and grease, and heavy metals. Results are documented and reported to relevant authorities. On-site effluent treatment plants (ETPs) ensure that discharge water meets permissible limits before release or reuse. Random third-party audits verify compliance and identify improvements. This initiative protects local ecosystems, ensures regulatory compliance, and reinforces ESG accountability in water stewardship. It also contributes to reducing the company's ecological footprint and water-related risks.

GRI 404: Green Skills Program

MIPL trains employees on energy conservation techniques and climate change awareness. Programs cover energy-efficient behavior, equipment operation, idle time reduction, and climate-related business risks. Visual aids, e-learning modules, and toolkits are used for engagement. Employees are encouraged to contribute ideas for saving energy. The training aligns with ISO 14001 and 50001 standards and forms part of the company's ESG learning curriculum. This initiative empowers the workforce, drives behavior change, and embeds sustainability into daily operations, resulting in long-term energy savings and emissions reduction.

GRI 301: Material-Lite Innovation

MIPL applies sustainable design principles to minimize resource input during product usage. Innovations include light weighting, use of multi-functional parts, modularity, and energy-efficient operation. Simulation tools are used during R&D to optimize material consumption and energy draw. The goal is to reduce the environmental footprint during the use phase without compromising performance or durability. Customers benefit from lower operating costs and improved efficiency. This initiative supports ESG goals related to resource efficiency, lifecycle management, and product innovation, while also improving competitiveness in eco-conscious markets.

GRI 302: Consumption Minimization Plan

MIPL reduces material consumption by optimizing manufacturing processes such as lean production, CNC precision machining, and automation. Defects, rework, and scrap are minimized through statistical process control and quality management systems. Tooling is regularly calibrated, and workflows are reviewed for material efficiency. Design changes and nesting techniques reduce offcuts. Real-time tracking of material usage helps identify waste hotspots.

GRI 201. Neutrality Investment Strategy

MIPL offsets its residual carbon emissions by purchasing verified carbon credits from accredited sources such as renewable energy, afforestation, or methane capture projects. These credits are validated under global standards like VCS or Gold Standard. This initiative supports climate neutrality goals and compensates for emissions that cannot be eliminated internally. The program is transparently documented and reported in sustainability disclosures. MIPL's strategy includes assessing the credibility and impact of offset providers. This action complements emissions reduction efforts and strengthens the company's ESG positioning, especially in carbon-conscious markets and sustainability-oriented stakeholder engagement.

GRI 102. Impact Research Program

MIPL conducts Life Cycle Assessments (LCAs) and environmental impact studies for its key products to evaluate effects across their entire life span—from raw material extraction to end-of-life disposal. These studies identify hotspots in energy use, emissions, water usage, and material intensity. Results guide design improvements and inform material choices, production techniques, and packaging. The findings also support transparent ESG reporting and product declarations.

GRI 301. Material-specific Collection

MIPL has a robust internal system for sorting and disposing of waste according to clearly defined waste streams such as paper, plastic, metal, hazardous, organic, and e-waste. Color-coded bins, signage, and staff training ensure effective segregation at source. Waste is then routed to certified vendors for recycling, treatment, or safe disposal.

The system is regularly audited to ensure compliance and identify improvement areas. This initiative enhances circular economy efforts, reduces landfill burden, and improves regulatory compliance. It also supports ESG performance by reducing environmental contamination risks.

GRI 301. Eco-exit Directions

MIPL provides clear disposal instructions to end-users through labels, manuals, and online resources to ensure products are discarded in a way that enables recycling or safe disposal. Information includes guidelines on removing hazardous components, separating recyclable parts, and accessing collection programs. This promotes circular material flow and supports compliance with India's E-Waste Management Rules. By empowering consumers with disposal knowledge, MIPL enhances product stewardship, reduces landfill waste, and contributes to closing the loop in the product lifecycle—core to the company's ESG and circular economy vision.

GRI 301. Usage Benchmark Study

MIPL conducts periodic water audits to assess consumption, identify leaks, and evaluate efficiency across production and non-production areas. Water usage is metered and benchmarked against industry standards. The audit identifies opportunities for water-saving fixtures, process optimization, and recycling. Results are documented and integrated into water management strategies. Rainwater harvesting, reuse of treated effluent, and awareness campaigns are linked to audit outcomes. This initiative helps conserve freshwater resources, aligns with ESG water stewardship goals, and contributes to the company's resilience against water scarcity, which is crucial in many regions of India.

GRI 301. Persistent Toxin Reduction

MIPL identifies and eliminates the use of Persistent Organic Pollutants (POPs) by replacing them with safer alternatives in its manufacturing and maintenance activities. This includes phasing out materials like certain flame retardants, pesticides, and industrial chemicals known for their environmental persistence and toxicity. Suppliers are evaluated for compliance, and safe disposal mechanisms are adopted for legacy stockpiles. Awareness training and monitoring systems are part of the program.

GRI 301. Internal Reuse Program

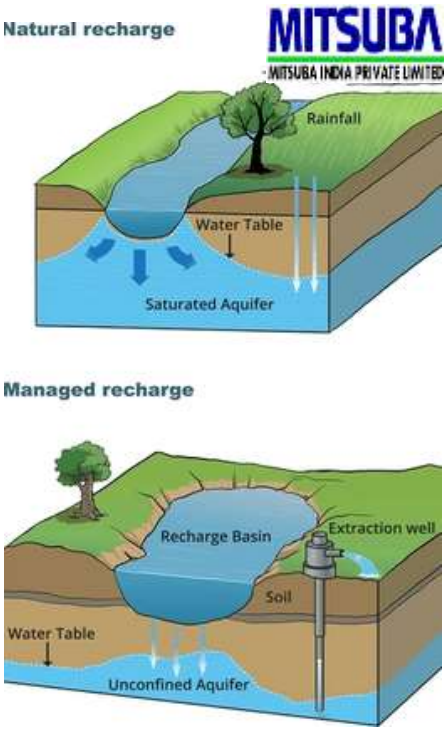
GRI 301. Dangerous Goods Handling

MIPL enforces strict procedures for labeling, storing, handling, and transporting hazardous substances used in operations. All containers are clearly labeled with hazard symbols and safety data. Storage areas are ventilated, spill-proof, and equipped with emergency equipment. Employees are trained in material handling, emergency response, and compliance with MSDS guidelines. Transportation follows regulatory norms for dangerous goods.

MIPL reduces internal waste by implementing material reuse, recovery, and repurposing strategies. Scrap materials such as metal shavings, plastic offcuts, and packaging waste are either reintegrated into the production process or repurposed for secondary uses. Recovered materials are tracked and reported through internal waste management systems. Creative reuse initiatives, such as converting wooden crates into storage racks, also reduce landfill burden.

GRI 303. Groundwater Recharge Strategy

MIPL has installed rainwater harvesting systems across its facilities to collect and store rainwater for non-potable uses such as gardening, flushing, and cooling tower supply. The system includes rooftop catchments, filtration units, storage tanks, and recharge wells. Rainwater harvesting helps reduce dependency on municipal water, recharge groundwater, and build resilience against water scarcity. Regular maintenance ensures system efficiency and water quality.



GRI 307. Emergency Safety Framework

MIPL has established environmental emergency procedures to deal with incidents like chemical spills, gas leaks, or hazardous waste discharge. Emergency Response Teams are trained and equipped with PPE, containment kits, and communication protocols. Mock drills are conducted regularly, and emergency exits, alarms, and signage are in place. SOPs cover response escalation, first aid, external notification, and incident investigation.

GRI : 302-1 Energy Consumption and Efficiency Records

At MIPL, we are committed to transitioning toward renewable energy as part of our ESG initiatives. In 2024, 72.61222 % of our total energy consumption was sourced from renewable energy, reflecting significant progress in reducing our carbon footprint and promoting sustainable operations. By prioritizing renewable energy use, we enhance energy efficiency, minimize environmental impact, and demonstrate our commitment to sustainable business practices and responsible resource management.

MIPL actively monitors its energy consumption, recording 18,005,017 kWh during the reporting period along with the associated greenhouse gas (GHG) emissions. To minimize its carbon footprint, the company implements energy efficiency measures, integrates renewable energy, and undertakes process optimization initiatives. By consistently tracking and managing energy use, MIPL reinforces its commitment to sustainable operations, improved operational efficiency, and environmental responsibility, while contributing to global climate action goals and aligning with international sustainability standards.

MIPL demonstrates its commitment to clean energy by reporting 1,580,335,980 kWh of renewable energy consumption during the reporting period. By integrating renewable sources into operations, the company reduces its carbon footprint, supports climate action, and advances energy efficiency. This strategic focus on sustainable energy aligns with global environmental goals and enhances operational resilience.

MIPL closely monitors its energy usage, recording a total energy consumption of 18,005,017 kWh during the reporting period. Energy management initiatives, including efficiency improvements and renewable energy integration, aim to reduce environmental impact and enhance operational sustainability. By tracking energy use, MIPL demonstrates its commitment to minimizing carbon emissions, optimizing resource efficiency, and supporting corporate ESG objectives.

GRI : 303-1 Water Management and Conservation

MIPL monitors and manages its water consumption, recording 11,872.41 cubic meters during the reporting period. The company implements efficient water use practices, recycling, and conservation measures across its operations to minimize environmental impact and promote sustainable resource management. By systematically tracking and optimizing water consumption, MIPL demonstrates its commitment to environmental stewardship, operational efficiency, and ESG compliance, while contributing to long-term sustainability goals and strengthening resilience against water-related risks.

GRI : 303-3 Water recycled and reused

MIPL advances sustainable water management by recycling and reusing 790,576.25 kiloliters of water during the reporting period. These initiatives significantly reduce freshwater consumption, conserve natural resources, and enhance operational efficiency across manufacturing sites. By implementing robust water recycling and reuse systems, MIPL minimizes environmental impact while strengthening resilience against water scarcity risks. This approach aligns with global sustainability standards and demonstrates the company's commitment to responsible resource management, environmental stewardship, and long-term business resilience.

MIPL actively monitors and manages water use, reporting a total consumption of 3,162,305 kiloliters during the reporting period. Conservation initiatives, water recycling, and efficient operational practices are implemented to minimize environmental impact and ensure long-term resource sustainability. By tracking and optimizing water usage across all operational sites, MIPL reinforces its commitment to environmental stewardship, operational efficiency, and compliance with ESG standards, while contributing to broader global sustainability goals and responsible resource management.

MIPL actively supports biodiversity conservation, with 12% of its operations or supply chain activities incorporating biodiversity protection measures. Initiatives include habitat preservation, responsible resource management, and collaboration with local stakeholders to minimize ecological impact. By integrating biodiversity considerations into business operations, MIPL fosters ecosystem resilience, enhances environmental stewardship, and aligns corporate practices with sustainability goals.

GRI 305-2: Energy indirect (Scope 2) GHG emissions

At MIPL, we are committed to monitoring and reducing our greenhouse gas emissions as part of our ESG initiatives. In 2024, our total gross Scope 1 emissions were 955.81 MT of CO_2e. Scope 2 emissions, calculated on a market or location-based approach, are actively tracked to improve energy efficiency. These efforts demonstrate our commitment to climate action, environmental stewardship, and sustainable operations.

MIPL monitors its indirect energy-related emissions, reporting total gross Scope 2 GHG emissions of 12770.19 metric tons of CO_2e during the reporting period. These emissions arise from purchased electricity, heat, and cooling used across operations. By systematically tracking Scope 2 emissions, MIPL identifies opportunities for energy efficiency, increases integration of renewable energy sources, and reinforces its climate action initiatives. This approach demonstrates the company's commitment to reducing its carbon footprint and aligning with global sustainability standards.

Other indirect (Scope 3) GHG emissions……

GRI : 305-3

MIPL tracks its indirect environmental impact, reporting total gross Scope 3 upstream GHG emissions of 38453.61 metric tons of CO_2e during the reporting period. These emissions cover upstream supply chain activities, including material sourcing, transportation, and production processes. By quantifying Scope 3 emissions, MIPL identifies reduction opportunities, engages suppliers in sustainable practices, and strengthens climate action initiatives. This proactive approach aligns with global sustainability standards, reinforces responsible supply chain management, and demonstrates the company's commitment to mitigating its overall carbon footprint.

MIPL monitors its full value chain impact, reporting total gross Scope 3 downstream GHG emissions of 56431.7 metric tons of CO_2e during the reporting period. These emissions arise from activities related to product distribution, use, and end-of-life management. By measuring downstream emissions, MIPL identifies opportunities to improve energy efficiency, encourages customers to adopt sustainable practices, and implements strategies to reduce its overall carbon footprint. This approach reinforces the company's commitment to climate action, responsible value chain management, and alignment with global sustainability standards.

MIPL tracks its total gross Scope 3 GHG emissions at 94885.31 metric tons of CO_2e, covering both upstream and downstream activities across its value chain. This measurement includes supplier operations, transportation, product use, and end-of-life impacts. By assessing Scope 3 emissions, MIPL identifies opportunities for reduction, engages stakeholders in sustainable practices, and enhances its climate action strategy. This comprehensive approach demonstrates the company's commitment to responsible value chain management, carbon footprint reduction, and alignment with global sustainability standards.

Controlling Emissions to Minimize Environmental Impact GRI 305-7

MIPL monitors and manages its environmental impact by tracking air pollution, recorded at 37.25 on the reporting index during the period. Through emission control measures, process optimization, and strict compliance with environmental regulations, the company mitigates air quality risks and reduces its carbon footprint. These initiatives reinforce MIPL's commitment to sustainable operations, environmental responsibility, and public health, aligning with global sustainability standards and best practices for responsible industrial operations.

GRI 306-2: Waste by type and disposal method…….

At MIPL, sustainable waste management is central to our ESG strategy. In 2024, 18% of total operational waste was diverted from landfills through recycling, reuse, and other sustainable practices. These efforts reflect MIPL's commitment to reducing environmental impact, promoting circular economy principles, and improving resource efficiency. By implementing responsible waste handling across all operations, MIPL reinforces environmental stewardship, supports long-term operational sustainability, and ensures that resource conservation and sustainable practices remain integral to its corporate strategy.

MIPL actively manages the end-of-life phase for its products, recording 55 instances (COUNT 55) during the reporting period. Initiatives include proper collection, recycling, and disposal of electrical components to minimize environmental impact while aligning with circular economy principles. By systematically tracking product returns and end-of-life handling, MIPL reduces waste, conserves resources, and promotes sustainable product stewardship. These practices demonstrate the company's dedication to responsible operations, environmental protection, and fostering long-term sustainability across the product lifecycle.

MIPL manages its environmental footprint by tracking 468,962 liters of materials, chemicals, and waste during the reporting period. Rigorous monitoring, safe handling, and responsible disposal practices reduce environmental risks and ensure regulatory compliance. These efforts reflect MIPL's commitment to pollution prevention, resource efficiency, and sustainable operations. By integrating systematic tracking and management of materials and waste, MIPL strengthens environmental stewardship, safeguards employee and community health, and demonstrates accountability in minimizing operational impact while aligning with international standards for environmental management.

MIPL actively advances circular economy practices by recovering 427,955 kg of waste during the reporting period. Recovered materials are processed for recycling, reuse, or safe disposal, reducing environmental impact and conserving natural resources. This structured approach enhances operational sustainability, decreases landfill dependency, and reinforces MIPL's environmental stewardship. By integrating waste recovery into operational processes, MIPL demonstrates its commitment to responsible resource management, sustainable operations, and circular economy principles, ensuring long-term environmental protection and alignment with global sustainability standards and best practices.

MIPL manages its operational waste responsibly, generating 1,426,517.39 kg of non-hazardous waste during the reporting period. Waste management practices emphasize segregation, recycling, and safe disposal to minimize environmental impact and promote sustainable resource use. By systematically tracking and handling non-hazardous waste, MIPL strengthens regulatory compliance, circular economy initiatives, and environmental stewardship. These actions reflect the company's dedication to responsible operations, efficient resource utilization, and long-term sustainability, ensuring that waste management remains an integral part of its ESG strategy while mitigating potential environmental risks.

MIPL ensures safe management of hazardous waste, recording 389.542 kg during the reporting period. Strict procedures for handling, storage, and disposal minimize environmental and health risks while ensuring compliance with regulatory requirements. By monitoring and controlling hazardous waste generation, MIPL demonstrates its commitment to workplace safety, environmental protection, and sustainable operations. These practices highlight the company's proactive approach to risk management, resource conservation, and responsible industrial operations, reinforcing long-term sustainability and alignment with global best practices in environmental stewardship and hazardous waste management.

306-4: Waste Transport and Environmental Compliance

MIPL promotes responsible electronic waste management, achieving collection of 15% of Waste Electrical and Electronic Equipment (WEEE) relative to the total Electrical and Electronic Equipment (EEE) placed on the market. These collection initiatives support recycling, minimize environmental impact, and foster circular economy practices. By systematically tracking and improving WEEE recovery, MIPL demonstrates its commitment to sustainable product lifecycle management, regulatory compliance, and environmental stewardship, ensuring that electronic waste is responsibly handled and diverted from disposal in line with relevant e-waste legislation and global best practices.

Integrating Environmental Responsibility into Workforce Development

GRI : 307-1

At MIPL, environmental responsibility is a key aspect of our ESG strategy. In 2024, 85% of employees received training on specific environmental issues, including energy efficiency, waste management, and sustainable practices. These programs enhance awareness, promote eco-friendly operations, and encourage employees to contribute to environmental stewardship. By integrating environmental training into workforce development, we reinforce our commitment to sustainability, regulatory compliance, and long-term organizational impact.

MIPL demonstrates its strong commitment to ethical and sustainable operations by ensuring that 100% of its sites hold ethics-related certifications, such as ISO 14001 and ISO 4500. These certifications validate compliance with global environmental management and occupational health and safety standards, fostering safe, responsible, and efficient practices. By embedding certified systems across all facilities, MIPL enhances stakeholder trust and ESG performance.

MIPL actively contributes to environmental stewardship through seven (COUNT 7) environmental services and advocacy initiatives undertaken during the reporting period. These include programs on resource conservation, awareness campaigns, and partnerships that promote sustainable practices across communities and stakeholders. By engaging in advocacy and environmental services, MIPL demonstrates leadership in driving collective climate action and ecological responsibility.

At MIPL, environmental stewardship is a core aspect of our ESG strategy. In 2024, 100% of our operational sites held recognized environmental certifications, such as ISO 14001, EMAS, and ISO 50001. These certifications validate our commitment to sustainable operations, regulatory compliance, and continuous improvement in environmental performance. By maintaining certified management systems, we ensure effective resource use, reduce environmental impact, and reinforce our dedication to responsible and sustainable business practices.

At MIPL, environmental stewardship is a core aspect of our ESG strategy. In 2024, 100% of our operational sites held recognized environmental certifications, such as ISO 14001, EMAS, and ISO 50001. These certifications validate our commitment to sustainable operations, regulatory compliance, and continuous improvement in environmental performance. By maintaining certified management systems, we ensure effective resource use, reduce environmental impact, and reinforce our dedication to responsible and sustainable business practices.

GRI 302-1	
Percentage of total energy consumption from renewable sources	**7261222%**
GRI 302-1	
Total energy consumption	**18005017 kWh**
GRI 302-1	
Total renewable energy consumption	**1580335980 kWh**
GRI 302-1	
Energy consumption and GHGs	**18005017 kWh**
GRI 303-1	
Water	**11872.41 Cubic Meters**
GRI 303-3	
Total amount of water recycled and reused	**790576.25 KL**
GRI 303-3	
Total renewable energy consumption	**1580335980 kWh**
GRI 303-3	
Total water consumption	**3162305 KL**
GRI 303-3	
Biodiversity	**12%**
GRI 303-3	
Total gross Scope 1 GHG emissions	**955.81 MT of CO2e**
GRI 303-3	
Total gross Scope 2 GHG emissions	**12770.19 MT of CO2e**
GRI 305-3	
Total gross Scope 3 Upstream GHG emissions	**38453.61 MT of CO2e**
GRI 305-3	
Total gross Scope 3 Downstream GHG emissions	**56431.7 MT of CO2e**
GRI 305-3	
Total gross Scope 3 GHG emissions	**94885.31 MT of CO2e**
GRI 305-7	
Air pollution	**37.25 Index**
GRI 306-2	
Percentage of total waste from company operations diverted from landfills	**18%**

GRI 306-2 Product end-of-life	**COUNT 55**
GRI 306-2 Materials, chemicals, and waste	**468962 Liters**
GRI 306-2 Total weight of waste recovered	**427955 Kgs**
GRI 306-2 Total weight of non-hazardous waste	**1426517.39 Kgs**
GRI 306-2 Total weight of hazardous waste	**389.542 Kgs**
GRI 306-4 Percentage of WEEE collected out of total of EEE placed on the market	**15%**
GRI 307-1 Percentage of employees trained on specific environmental issues	**85%**
GRI 307-1 Percentage of all sites with an ethics certification, such as ISO 14001 or ISO 45000	**100%**
GRI 307-1 Environmental services and advocacy	**COUNT 7**

MITSUBA
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SOCIAL

GRI : 401 Work-Life Balance and Flexible Work Initiatives

We implemented initiatives including flexible work arrangements, parental leave, and childcare support to promote work-life balance and employee well-being. These measures enable employees to manage personal and professional responsibilities effectively, reducing stress and enhancing productivity. Awareness programs and policy guidance ensured equitable access and understanding of available benefits. By fostering a supportive work environment, these initiatives contribute to employee satisfaction, retention, and engagement, while reinforcing the organization's commitment to diversity, equity, and inclusion. Such practices help build a resilient workforce aligned with organizational objectives and sustainable human resource management.

provided employees with remote work options, flexible working hours, and job-sharing opportunities to support work-life balance and personal well-being. These initiatives empower employees to manage professional and personal responsibilities effectively, enhancing productivity and job satisfaction. Policies and guidance ensured equitable access to flexible arrangements across roles and functions. By fostering a supportive and adaptable work environment, the organization strengthens employee engagement, retention, and overall organizational resilience, while promoting a culture of trust, inclusivity, and collaboration.

Awareness programs and monitoring mechanisms were implemented to maintain safe, fair, and equitable working conditions across all MIPL sites. Initiatives focused on occupational safety, equal opportunity, and compliance with labor standards to protect employee rights and well-being. Regular audits, inspections, and feedback channels ensured that workplace conditions met regulatory requirements and organizational policies. These efforts reinforced accountability, transparency, and inclusivity while minimizing risks of unsafe or unfair practices. By embedding fairness and safety into daily operations, MIPL strengthened its commitment to responsible employment practices and a positive workplace culture.

GRI : 401-1 Fair and Transparent Recruitment

Audits were conducted to ensure recruitment processes remain transparent, fair, and free from discrimination or bias. Recruitment policies were reviewed to verify equal opportunity practices, emphasizing diversity and inclusivity in hiring decisions. Oversight mechanisms and monitoring helped identify and prevent potential gaps, ensuring that candidates are evaluated solely on merit, skills, and organizational fit. These efforts reinforced accountability, strengthened governance in human resource practices, and promoted a workplace culture built on equity and respect. By embedding fairness in hiring, the organization supports sustainable workforce development and a diverse talent pipeline.

GRI : 401-2 Working Hours Compliance and Employee Well-being

Audits were conducted to evaluate employee working hours, ensuring strict compliance with legal standards and organizational policies. The assessments monitored scheduling practices, overtime management, and rest periods to prevent overwork and fatigue. Findings were reviewed by management, and corrective actions were implemented to safeguard employee health, well-being, and productivity. By aligning practices with labor regulations, the organization promoted fairness, reduced occupational stress, and enhanced work-life balance. These measures demonstrate our commitment to protecting employee rights, fostering a sustainable work environment, and maintaining long-term organizational resilience.

GRI 402-1 Minimum notice periods regarding operational changes…….

At MIPL, we recognize the importance of social dialogue in fostering a collaborative and fair workplace. In 2024, 25 formal social dialogue sessions were conducted with employees and representatives. These interactions enable open communication, address concerns, and strengthen trust between management and staff. By promoting active engagement, we reinforce our ESG commitment to responsible labor practices, employee participation, and sustainable organizational development.

At MIPL, employee representation is an important part of fostering dialogue and fair workplace practices. In 2024, 2% of our workforce was covered by formally-elected employee representatives or collective agreements. While coverage is currently limited, we are committed to expanding employee engagement channels, promoting social dialogue, and ensuring that workers' voices are heard, supporting our ESG objectives and long-term organizational sustainability.

Hazardous Materials Handling and Worker Safety

GRI : 403

Workers were educated and trained on the safe handling, storage, and disposal of hazardous materials, ensuring compliance with legal requirements and international safety standards. Training programs focused on risk awareness, use of personal protective equipment (PPE), and emergency response procedures to minimize exposure risks. These initiatives protect employee health and safety while also preventing environmental contamination. Regular refreshers and compliance monitoring reinforced accountability and fostered a strong culture of safety. By integrating these practices into daily operations, the organization strengthened its commitment to safeguarding people and the environment.

Training programs were conducted to help workers identify workplace risks, adopt safe work practices, and contribute to reducing injury and illness rates. The sessions emphasized hazard recognition, correct use of protective equipment, and adherence to standard operating procedures. Employees were equipped with practical knowledge to respond to potential risks proactively, ensuring safer working environments. Regular refresher sessions and monitoring mechanisms strengthened compliance and accountability, fostering a culture of continuous improvement in occupational health and safety. These initiatives directly support our commitment to protecting employee well-being and achieving zero-harm workplaces.

Contractors and external workers were trained to ensure adherence to safe practices while working at MIPL facilities. Training programs focused on hazard identification, use of personal protective equipment (PPE), emergency preparedness, and compliance with site-specific safety protocols. By extending safety awareness beyond direct employees, the organization strengthened its overall occupational health and safety culture. Continuous monitoring and refresher sessions reinforced accountability and minimized risks, protecting both workers and operational integrity. These initiatives highlight MIPL's commitment to safeguarding all personnel present at its facilities.

Occupational health and safety management system……

GRI 403-1:

At MIPL, we are committed to providing safe and fair working conditions across all operations. In 2024, 100% of our employees operated under verified and compliant working conditions. This demonstrates our dedication to employee well-being, ethical labor practices, and ESG principles. By ensuring proper facilities, safety measures, and fair treatment, we foster a responsible workplace that supports workforce satisfaction, productivity, and long-term organizational sustainability.

GRI : 403-2 Safe Substance Identification

We **conducted** mock drills simulating heavy equipment accidents to strengthen employee preparedness, awareness, and response capability. These exercises trained employees to react swiftly in emergencies, apply safe evacuation procedures, and follow established communication protocols. The drills also tested the effectiveness of emergency equipment, reporting systems, and first-aid readiness. Outcomes were reviewed to identify gaps, implement corrective measures, and enhance preventive strategies against workplace accidents. By embedding such proactive safety practices, the organization minimized risks, reinforced its occupational health and safety culture, and demonstrated commitment to protecting workers from injuries and operational disruptions.

We implemented fire emergency mock drills to test evacuation plans, fire-fighting readiness, and safety awareness among employees and contractors. These drills simulated real-life fire scenarios to evaluate the effectiveness of alarm systems, evacuation routes, assembly points, and fire-fighting equipment. Employees and contractors were trained to respond promptly, use fire extinguishers safely, and follow emergency communication protocols. Post-drill reviews were conducted to identify improvement areas, ensuring corrective measures were implemented for greater resilience. These proactive initiatives enhanced overall workplace preparedness, safeguarded employee well-being, and reinforced a strong culture of occupational health and safety.

We conducted simulated explosion emergency drills to strengthen organizational readiness, test communication protocols, and enhance employee response to major safety incidents. The drills evaluated the effectiveness of emergency evacuation routes, alarm systems, and assembly point procedures, while also training employees to react quickly under high-stress conditions. Specialized teams were assessed on their coordination, incident reporting, and use of safety equipment. Post-drill evaluations identified areas for improvement, ensuring corrective actions were implemented to minimize risks. These initiatives reinforced a culture of preparedness, safeguarded lives, and demonstrated the organization's strong commitment to occupational health and safety excellence.

At MIPL, employee health and safety is a top priority. In 2024, we recorded zero days lost due to work-related injuries, fatalities, or ill health. This reflects our robust occupational health and safety measures, proactive risk management, and safety training programs. Maintaining a safe work environment aligns with our ESG commitments and demonstrates our dedication to protecting the well-being of all employees across our operations.

At MIPL, workplace safety is a core part of our ESG commitment. In 2024, we reported zero work-related accidents across all operations. This achievement reflects our strong safety culture, rigorous risk assessments, and comprehensive training programs for employees. By proactively preventing accidents, we ensure a safe and healthy work environment, safeguard employee well-being, and reinforce our dedication to sustainable and responsible business practices.

At MIPL, ensuring the health and safety of our workforce is a top ESG priority. In 2024, we recorded zero employee health and safety incidents across all operations. This achievement reflects our rigorous safety protocols, regular training programs, and proactive risk management. By maintaining a safe and healthy workplace, we demonstrate our commitment to employee well-being, responsible business practices, and sustainable organizational growth.

At MIPL, 85% of operational sites have undergone comprehensive employee health and safety risk assessments. This demonstrates the company's proactive approach to identifying, evaluating, and mitigating potential workplace hazards. By systematically assessing risks, MIPL ensures that safety measures, training programs, and emergency protocols are effectively implemented, safeguarding employee well-being. This practice reflects the company's commitment to maintaining a safe and compliant work environment, reducing incidents, and promoting a culture of health and safety awareness across all operations.

GRI : 403-5 Occupational Health and Safety

We implemented fall accident mock drills to strengthen employee awareness, prevention practices, and emergency rescue capabilities. The drills trained employees on the correct use of fall protection equipment, safe working at heights, and immediate response actions in the event of a fall. Rescue simulations ensured workers were prepared to provide timely assistance, minimizing injury risks and ensuring compliance with workplace safety standards. Outcomes were reviewed to identify gaps and implement corrective measures, reinforcing continuous improvement in safety management. These initiatives highlight our strong commitment to safeguarding employee well-being and embedding a culture of proactive occupational safety.

GRI : 403-6 Injury Simulation and First-Aid Drills

We organized injury simulation drills to strengthen employee readiness in handling workplace emergencies. The drills focused on practicing first-aid techniques, emergency coordination, and safe evacuation procedures to minimize risks and ensure timely responses. Employees were trained to administer immediate medical assistance, communicate effectively with emergency teams, and follow structured evacuation routes. Post-drill reviews identified improvement areas, ensuring corrective actions and continuous enhancement of workplace safety practices. These initiatives reinforced our culture of preparedness, safeguarded employee well-being, and demonstrated the organization's commitment to proactive occupational health and safety management.

Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

GRI : 403-7

We conducted chemical spill drills to train employees in hazardous material handling, containment, and rapid response procedures. The drills simulated potential spill scenarios, enabling employees to practice using protective equipment, containment tools, and communication protocols to mitigate risks. Training emphasized minimizing health and environmental impacts while ensuring compliance with safety standards and regulatory requirements. Post-drill evaluations identified areas for improvement, with corrective measures implemented to strengthen emergency response systems. These initiatives reinforced our commitment to occupational health, safety, and environmental protection while fostering a proactive safety culture across all operations.

Employee Training, Skill-Building, and Career Development

GRI : 404

We conducted skill-building sessions to enhance employee capabilities, support career growth, and align individual development with organizational objectives. Training programs focused on technical expertise, leadership, and soft skills, enabling employees to take on greater responsibilities and contribute effectively to business goals. Regular assessments and mentorship initiatives ensured personalized development paths, fostering engagement and retention. By investing in employee growth, the organization strengthened workforce competency, motivation, and long-term talent sustainability, while promoting a culture of continuous learning and performance excellence.

The organization increased average training hours per employee, enhancing skills and competencies critical for innovation, sustainability, and business growth. Training programs covered technical expertise, ESG principles, safety practices, and leadership development, ensuring employees are equipped to meet evolving organizational and industry demands. Regular assessments and feedback mechanisms supported continuous learning and performance improvement. By investing in employee development, the organization strengthens workforce capability, engagement, and resilience, while fostering a culture of innovation, accountability, and sustainable business practices.

Employee Training And Career Development

GRI 404-1

At MIPL, employee skill enhancement is a key part of our ESG strategy. In 2024, 65% of our workforce participated in skills-related training programs. These initiatives are designed to improve technical expertise, operational efficiency, and career growth. By investing in continuous learning, we empower employees, promote innovation, and strengthen overall organizational capability, ensuring a highly skilled workforce that aligns with our sustainability and long-term business objectives.

At MIPL, continuous learning and development are integral to our ESG strategy. In 2024, each employee received an average of 22 hours of training, covering technical skills, safety, and professional growth. These training initiatives enhance employee competence, support career progression, and strengthen organizational performance. By investing in workforce development, we demonstrate our commitment to skill enhancement, employee engagement, and sustainable business practices that align with our ESG objectives.

GRI : 404-3 Fair and Transparent Promotion Practices

Audits were conducted to review promotion processes, ensuring fairness, inclusivity, and equal growth opportunities for all employees. The reviews confirmed that promotions were based on merit, skills, and performance, and free from discrimination, bias, or favoritism. This strengthened trust in organizational governance and reinforced workplace equity. Corrective measures were introduced wherever gaps were identified, supported by training for managers on unbiased decision-making. These efforts promote a transparent culture where employees feel valued and recognized, thereby fostering motivation, retention, and diversity in leadership.

At MIPL, we recognize that continuous employee growth is essential for long-term business success and innovation. In 2024, 65% of our workforce received regular performance and career development reviews, reflecting our commitment to structured feedback, skill enhancement, and professional progression. These reviews ensure alignment with organizational goals, foster talent retention, and promote fair opportunities for advancement,

At MIPL, we are committed to supporting employee growth and career development as part of our ESG strategy. In 2024, 100% of employees had access to structured career management programs and training initiatives. These programs enhance skills, foster professional progression, and align individual development with organizational goals. By investing in workforce development, we promote engagement, retention, and a sustainable, capable workforce across the company.

Inclusive Practices for Employees with Disabilities

GRI : 405

We conducted awareness programs to promote inclusive practices and empower employees with disabilities across all roles. Sessions focused on accessibility, reasonable accommodations, and fostering an environment of respect and equal opportunity. Employees were educated on organizational policies, legal requirements, and supportive practices to ensure full participation and contribution of all team members. By promoting understanding and inclusivity, these initiatives strengthen workplace diversity, enhance employee engagement, and reinforce the organization's commitment to equity and social responsibility.

Programs were implemented to ensure fair, transparent, and merit-based access to promotions, training opportunities, and leadership roles. Clear criteria and unbiased evaluation processes were established to eliminate favoritism and discrimination, fostering equal opportunities for all employees. Awareness sessions reinforced the importance of inclusivity and accountability in career advancement. By promoting a culture of meritocracy, the organization empowers employees to grow based on performance, skills, and potential, while strengthening diversity across leadership pipelines. These initiatives enhance employee trust, engagement, and long-term organizational success.

Governance measures were established to ensure that promotions remain free from bias, discrimination, or favoritism. Clear policies and structured evaluation processes were implemented to maintain transparency and accountability in career advancement decisions. Regular monitoring, oversight by HR, and grievance redresser mechanisms safeguard fairness, ensuring employees are evaluated solely on merit, performance, and potential. These practices reinforce the organization's commitment to equal opportunity, inclusivity, and ethical governance, fostering trust and employee confidence in leadership development pathways.

GRI : 405-1

Diversity of governance bodies and employees

Audits were carried out to review wage structures and identify potential pay gaps across roles and levels. The process ensured fair and transparent compensation practices aligned with legal standards, market benchmarks, and internal equity policies. Corrective actions were introduced to address disparities, supporting compliance with diversity, equity, and inclusion (DEI) commitments. Managers were trained to adopt unbiased evaluation methods, reinforcing transparency in pay decisions. These initiatives not only promoted equitable treatment of employees but also strengthened trust, motivation, and organizational integrity.

At MIPL, we are committed to promoting diversity and inclusion across our workforce. In 2024, women represented 37.76% of total employees, reflecting our ongoing efforts to encourage female participation in all levels of the organization. By fostering an inclusive work environment, we support equal opportunities, enhance workforce diversity, and strengthen our ESG objectives, contributing to a balanced, innovative, and socially responsible workplace culture.

At MIPL, promoting gender diversity in leadership is a key ESG focus. In 2024, women comprised 3% of top management positions, highlighting opportunities for improvement in female representation at decision-making levels. We are committed to implementing initiatives that support leadership development, mentorship, and equal opportunities for women, fostering an inclusive and diverse workplace while advancing our ESG objectives and responsible corporate governance practices.

At MIPL, gender diversity on the board is an important aspect of our ESG and governance commitment. In 2024, women held 2% of board positions, reflecting the need to enhance female representation at the highest level of decision-making. We are actively exploring initiatives to promote inclusive governance, ensuring equal opportunities, and fostering a diverse leadership structure that strengthens our ESG objectives and sustainable business practices.

At MIPL, promoting gender diversity at the board level is a key aspect of our ESG and governance strategy. In 2024, women held 2% of the board positions, highlighting the opportunity to strengthen female representation in top decision-making roles. We are committed to initiatives that encourage inclusive governance, leadership development, and equal opportunities, supporting a diverse, responsible, and sustainable corporate governance framework.

At MIPL, fostering diversity and inclusion is a core ESG priority. In 2024, 43% of our employees belonged to minority or vulnerable groups, reflecting our commitment to equal opportunity and representation. By promoting an inclusive workforce, we enhance innovation, employee engagement, and organizational resilience. These efforts demonstrate our dedication to social responsibility, ethical labor practices, and sustainable, equitable business operations.

At MIPL, promoting diversity in leadership positions is a key ESG focus. In 2024, 22% of top management positions were held by employees from minority or vulnerable groups. This reflects our commitment to inclusive leadership, equal opportunity, and representation at decision-making levels. By fostering diversity in management, we strengthen organizational resilience, drive innovation, and advance our ESG objectives of fairness, equity, and sustainable corporate governance.

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

At MIPL, we are committed to pay equity and transparency across our workforce. In 2024, the average unadjusted gender pay gap was 0%, demonstrating that men and women receive equal compensation for equivalent roles and responsibilities. This reflects our ESG commitment to fairness, diversity, and inclusion, reinforcing ethical labor practices, workforce satisfaction, and a responsible organizational culture that supports sustainable business growth.

GRI : 406 Awareness and Inclusion Programs

We conducted awareness sessions aimed at preventing discrimination, harassment, and bias, while fostering a respectful and inclusive workplace culture. These sessions educated employees on organizational policies, legal requirements, and reporting mechanisms, ensuring everyone understands their rights and responsibilities. Training emphasized zero tolerance for harassment, equal opportunity practices, and the importance of mutual respect in daily interactions. Interactive discussions and case studies promoted awareness of unconscious bias and encouraged inclusive behavior across all levels. By empowering employees with knowledge and tools, we reinforced our commitment to diversity, equity, and inclusion (DEI), creating a safe, supportive, and collaborative work environment.

We implemented awareness and prevention programs to ensure zero tolerance for workplace harassment and foster a safe, respectful work culture. Employees were trained on organizational policies, reporting mechanisms, and legal obligations, empowering them to recognize, report, and prevent harassment. Interactive sessions and case studies reinforced ethical behavior, accountability, and mutual respect across all levels. By promoting a culture of vigilance and support, these initiatives enhance employee well-being, trust, and engagement, ensuring that the workplace remains safe, inclusive, and conducive to collaboration.

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

At MIPL, we are committed to fostering a safe and inclusive workplace. In 2024, 65% of our employees received training on discrimination and harassment, equipping them to recognize, prevent, and address workplace bias. These initiatives strengthen our organizational culture, promote equality, and support our ESG objectives by ensuring all employees can work in an environment free from discrimination, harassment, and unfair treatment.

At MIPL, we are committed to fostering a workplace free from discrimination and harassment. In 2024, there were zero reported incidents across our organization. This outcome reflects our strong policies, training programs, and commitment to equality and respect. By maintaining a safe and inclusive environment, we uphold our ESG principles, protect employee well-being, and reinforce a culture of fairness, diversity, and responsible organizational practices.

GRI : 407 Freedom of Association and Collective Bargaining

The workforce was informed of their rights to unionize, negotiate, and engage in collective agreements in line with national laws and international labor standards. Awareness programs and communication channels were established to ensure employees clearly understand their rights and avenues for representation. The organization reinforced its commitment to respecting freedom of association and fair labor practices by fostering dialogue, trust, and collaboration between employees and management. These initiatives strengthen transparency, accountability, and equitable workplace relations, while ensuring compliance with global human rights and labor standards.

GRI : 408 Training on Human Rights and Labor Practices

Employees were trained to identify, report, and prevent child labor, forced labor, and human trafficking within operations and supply chains. The training emphasized international human rights standards, due diligence processes, and reporting mechanisms to ensure accountability and compliance. By strengthening awareness, the organization reinforced its commitment to ethical labor practices, responsible sourcing, and protecting vulnerable groups from exploitation. These initiatives foster a culture of vigilance and responsibility across all functions, ensuring sustainable and socially responsible operations.

GRI : 408-1

Operations and suppliers at significant risk for incidents of child labor, forced or compulsory labor

Audits were conducted to confirm that no instances of child labor, forced labor, or human trafficking existed across our operations and supply chain. These assessments ensured adherence to international labor standards and reinforced our strong commitment to protecting human rights. Monitoring mechanisms were strengthened through supplier evaluations, employee awareness programs, and third-party verifications. Corrective measures and contractual requirements were applied to mitigate risks and enhance accountability across stakeholders. These efforts safeguard ethical practices, promote decent work, and demonstrate our responsibility in upholding globally recognized labor rights.

At MIPL, we uphold strict ethical standards against child labor, forced labor, and human trafficking. In 2024, there were zero reported incidents across our operations and supply chain. This reflects our commitment to responsible business practices, supplier due diligence, and ESG principles. By enforcing rigorous policies, we ensure a safe, fair, and ethical working environment for all employees.

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GRI 410-1: Security Practices

Awareness and training sessions were conducted for security personnel to prevent excessive use of force and safeguard employee rights and freedoms. These programs emphasized respect for human dignity, ethical conduct, and compliance with labor and human rights standards. Security staff were educated on conflict de-escalation techniques, non-discriminatory practices, and the importance of maintaining a safe, secure, and inclusive workplace environment. Monitoring mechanisms were established to ensure accountability and adherence to these principles. These efforts reinforce our commitment to ethical governance, human rights, and responsible business practices.

GRI 412
Human Rights Assessment

Employees across all levels were trained to identify human rights risks, report potential violations, and integrate due diligence into daily operations. The training covered principles of fair labor, non-discrimination, and responsible supply chain practices, ensuring alignment with global human rights frameworks. Reporting mechanisms were strengthened to encourage transparency and accountability, supported by grievance redressed systems. These efforts empower employees to act as custodians of human rights within the organization and its value chain, reinforcing ethical business conduct and protecting vulnerable stakeholders.

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GRI 412-1
Human Rights Assessment Across Operational Sites

At MIPL, we prioritize human rights across all operational sites. In 2024, 65% of our sites were assessed for potential human rights impacts or risks, ensuring that our operations respect and uphold international human rights standards. These assessments help identify vulnerabilities, implement preventive measures, and reinforce responsible business practices, aligning with our ESG commitments and demonstrating our dedication to ethical, fair, and sustainable operations throughout the organization.

GRI 412-2 Operational Certifications Ensuring Ethical and Safe Practices

At MIPL, we are committed to upholding labor and human rights standards across our operations. In 2024, 100% of our operational sites achieved certifications such as ISO 45001, ISO 14001, Fair Wage Network, B Corp, GEEIS, and WBENC. These certifications validate our adherence to ethical labor practices, safe working conditions, and responsible business conduct, reinforcing our ESG commitments and fostering trust among employees, partners, and stakeholders.

GRI 412-3 Sustaining Fair and Respectful Stakeholder Interactions

At MIPL, we prioritize respecting human rights across all interactions with external stakeholders. In 2024, there were zero reported incidents related to human rights violations among our external stakeholders. This reflects our commitment to ethical business practices, responsible supply chain management, and ESG principles. By maintaining vigilant oversight, we ensure that all stakeholder relationships are fair, respectful, and aligned with sustainable and responsible business conduct.

GRI 414 : Supplier Training on Ethical Labor Practices

Buyers were trained on responsible sourcing practices, labor rights, and environmental compliance across supplier networks. The training emphasized due diligence in supplier selection, monitoring of labor conditions, and adherence to international sustainability standards. By equipping buyers with the knowledge to assess social and environmental risks, the organization strengthened accountability within its supply chain and ensured alignment with ethical procurement principles. These initiatives promote transparency, safeguard human rights, and reduce environmental impacts, reinforcing the company's commitment to sustainable and responsible business practices.

Suppliers were trained to eliminate workplace harassment and uphold ethical labor practices across the extended workforce. Training emphasized creating respectful and inclusive workplaces, complying with labor standards, and establishing grievance mechanisms to address violations. By strengthening supplier awareness and accountability, the organization ensured that ethical practices extend beyond its direct operations into the supply chain. These initiatives promote dignity, fairness, and transparency, reinforcing the company's commitment to responsible sourcing and safeguarding human rights across business relationships.

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

MIPL ensures responsible sourcing by conducting audits and assessments across its supplier network, with 100% of audited suppliers engaged in corrective actions or capacity-building initiatives. This approach strengthens compliance with environmental, social, and governance standards while promoting long-term sustainability in the supply chain. By collaborating with suppliers on continuous improvement, MIPL enhances resilience, transparency, and ethical practices.

MIPL integrates sustainability principles into procurement by ensuring that 65% of buyers across all locations have received training on sustainable procurement practices. These programs strengthen awareness of environmental and social criteria in supplier selection, fostering responsible sourcing and ethical partnerships. By embedding sustainability into procurement decisions, MIPL advances supply chain resilience, compliance, and ESG performance.

MIPL strengthens supply chain accountability by ensuring that 65% of targeted suppliers have undergone sustainability on-site audits. These audits assess compliance with environmental, social, and ethical standards, enabling identification of risks and areas for improvement. Through this approach, MIPL promotes supplier transparency, drives corrective actions, and enhances responsible sourcing.

MIPL advances responsible sourcing by ensuring that 85% of targeted suppliers have undergone sustainability assessments. These evaluations cover environmental, labor, and ethical practices, allowing the company to monitor supplier compliance, identify risks, and drive improvements in alignment with ESG standards. By engaging suppliers in sustainability assessments, MIPL fosters greater transparency, accountability, and long-term collaboration.

MIPL ensures ethical and sustainable supply chain practices by embedding ESG principles directly into supplier agreements, with 100% of targeted suppliers having contracts that include clauses on environmental, labor, and human rights requirements. This contractual integration safeguards compliance, mitigates risks, and promotes fair business conduct across the value chain.

MIPL strengthens its commitment to ethical and responsible sourcing by ensuring that 100% of targeted suppliers have signed the Sustainable Procurement Charter or Supplier Code of Conduct. This guarantees alignment with the company's environmental, social, and governance (ESG) standards. The charter emphasizes compliance with labor rights, human rights, and environmental stewardship, reinforcing sustainable practices across the supply chain while promoting accountability, transparency, and ethical conduct in procurement activities to create long-term value and resilience.

MIPL advances supply chain due diligence by gathering conflict minerals–related information from 15% of its suppliers, enabling early identification and mitigation of risks linked to human rights, ethical sourcing, and responsible mineral procurement. By gradually expanding supplier disclosures, the company enhances transparency, accountability, and resilience across its supply chain. This proactive approach aligns MIPL with global sustainability standards and demonstrates its commitment to ethical business practices and responsible resource management.

GRI 416 : Customer Awareness on Product Safety

Customers were provided with awareness programs on product safety and the responsible usage of electrical components and assemblies. Information focused on safe handling, correct installation, maintenance practices, and compliance with applicable safety standards. These initiatives aimed to minimize operational risks, prevent accidents, and enhance product reliability while ensuring customer well-being. By promoting responsible usage, the organization reinforced trust, accountability, and transparency, strengthening long-term relationships with customers and end-users.

GRI 416-1 User Health Assurance

MIPL prioritizes customer well-being by enforcing stringent health and safety protocols across all products and operations. In the reporting period, the company recorded zero customer health and safety incidents (COUNT 0), highlighting the effectiveness of its quality management systems, rigorous testing procedures, and adherence to regulatory standards. This achievement underscores MIPL's dedication to delivering safe, reliable products while safeguarding end-user health and ensuring compliance with global best practices, aligned with its broader ESG commitments.

GRI 417-2 : Sustainable Product Usage and Efficiency Assessments

MIPL advances sustainable product usage by ensuring that 15% of its products were assessed for responsible use and efficiency during the reporting period. These assessments specifically addressed energy consumption, operational safety, and environmental impact, supporting customers in minimizing resource usage and reducing their carbon footprint. By embedding sustainability considerations into product design, performance, and lifecycle management, MIPL demonstrates its commitment to responsible consumption and production while aligning with international best practices and global sustainability expectations.

GRI 418: Data Security and Cyber Risk Awareness

The workforce was educated on data security, cyber risks, and best practices for protecting customer and business information. Training covered secure data handling, password management, phishing awareness, and compliance with information security protocols. Employees were empowered to recognize threats and respond effectively to minimize risks of data breaches or misuse. By building awareness and accountability across all levels, the organization strengthened its cyber security posture, ensured compliance with regulatory requirements, and safeguarded stakeholder trust.

Audits were conducted to review Information Security Management System (ISMS) policies and practices, ensuring secure data handling, robust cyber protection, and compliance with global information security standards. The audits evaluated risk management processes, employee adherence to security protocols, and the effectiveness of technical safeguards. Findings were used to strengthen policies, close gaps, and enhance monitoring systems to proactively address evolving cyber threats. These measures reinforced stakeholder confidence, safeguarded sensitive customer and business information, and demonstrated the organization's commitment to maintaining the highest standards of information security.

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

MIPL safeguards business integrity and stakeholder trust by maintaining zero confirmed information security incidents during the reporting period. Through robust IT governance, proactive monitoring, and comprehensive employee awareness programs, the company ensures strong protection of data, intellectual property, and customer information. This achievement highlights the effectiveness of its preventive security controls and continuous improvements in cyber security resilience, reinforcing MIPL's commitment to safeguarding digital assets and aligning with global standards for information security management.

SOCIAL PERFORMANCE DATA

GRI 403-1 Working conditions	**100 %**
GRI 403-2 Number of days lost to work-related injuries, fatalities and ill health	**0 Zero**
GRI 403-2 Number of work-related accidents	**0 Zero**
GRI 403-2 Employee health and safety	**0 Zero**
GRI 403-2 Percentage of operational sites for which an employee health and safety risk assessment has been conducted,	**85 %**
GRI 402-1 Percentage of employees covered by formally-elected employee representatives or collective agreements	**2 %**
GRI 402-1 Social dialogue	**25**
GRI 404-1 Percentage of employees who received skills-related training	**65%**
GRI 404-1 Average hours of training per employee	**22 Hours**
GRI 404-3 Percentage of employees who received regular performance and career development reviews	**65%**
GRI 404-3 Career management and training	**100%**
GRI 405-1 Percentage of women employed in the whole organization	**37.76 %**
GRI 405-2 Number of identified discrimination or harassment incidents or corrective actions	**0 Zero**
GRI 405-1 Percentage of women at top management level	**3 %**

GRI 405-1 Percentage of women within the organization's board	**2%**
GRI 405-1 Percentage of employees from a minority or vulnerable group in the whole organization	**43 %**
GRI 405-1 Percentage of employees from a minority or vulnerable group at top management level	**22 %**
GRI 405-1 Percentage of employees covered by formally-elected employee representatives or collective agreements	**2%**
GRI 406-1 Percentage of employees trained on discrimination and harassment	**65%**
GRI 406-1 Discrimination and Harassment	**0%**
GRI 408-1 Child labor, forced labor, and human trafficking	**0 Zero**
GRI 412-1 Percentage of operational sites assessed for human rights impact or risks	**65%**
GRI 412-2 Percentage of operational sites with a labor and human rights certification, such as ISO 14001, , 45000, Fair Wage Network, B Corp, GEEIS, WBENC	**100%**
GRI 412-3 External stakeholder human rights	**0 Zero**
GRI 414-1 Percentage of buyers across all locations who have received training on sustainable procurement	**65 %**
GRI 414-1 Percentage or number of audited or assessed suppliers engaged in corrective actions or capacity building	**100 %**

GRI 414-1 Percentage of targeted suppliers that have gone through a sustainability on-site audit	**65 %**
GRI 414-1 Percentage of targeted suppliers that have gone through a sustainability assessment	**85 %**
GRI 414-1 Percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements	**100 %**
GRI 414-1 Percentage of targeted suppliers that have signed the sustainable procurement charter or supplier code of conduct	**100 %**
GRI 414-1 percentage of suppliers for which information regarding conflict minerals	**15%**
GRI 416-1 Customer health and safety	**0 Zero**
GRI 418-1 Number of confirmed information security incidents	**0 Zero**
GRI 414-1 Percentage of buyers across all locations who have received training on sustainable procurement	**65 %**
GRI 414-1 Percentage of targeted suppliers that have gone through a sustainability on-site audit	**65 %**
GRI 414-1 Percentage of targeted suppliers that have gone through a sustainability assessment	**85 %**
GRI 414-1 Percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements	**100 %**
GRI 414-1 Percentage of targeted suppliers that have signed the sustainable procurement charter or supplier code of conduct	**100 %**
GRI 414-1 percentage of suppliers for which information regarding conflict minerals	**15%**
GRI 416-1 Customer health and safety	**0 Zero**

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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 2 & High 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 2 & High Assurance
Date of Assurance	**: 25th 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 :

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AA1000 Licensed Assurance Provider 001-065

AA1000 Licensed Report 001-065/V3-AFR94