RAMAN THERMOSETS PVT. LTD.

Sy No-27/3, Obanayakanahalli Village, Kasaba Hobli,
Nelamangala, Bengaluru – 562 123. Karnataka, India

CORPORATE SUSTAINABILITY REPORT

For the year 01st January, 2025 to 31st December, 2025

Form No: RT/ESG/049
Rev No : 00
Date : 20th January, 2026

RAMAN THERMOSETS PVT. LTD. BANGALORE

Prepared By: Rahul N G
Manager

Approved By: Adhwaith Raman
Managing Director

Table of Content

About Us

In 1995, Raman Thermosets Private Limited (RT) began its journey in India with a shared vision between Jay Krishna Raman, a chemical engineer, and Lasitha Jay Krishna, an electronics and telecommunications engineer. Their combined expertise in material science and technology fueled their passion for creating exceptional plastic molding solutions.

Driven by a desire to bridge the gap between innovation and manufacturing, they embarked on a mission to provide clients with a seamless experience, transforming their ideas into high-quality, functional products through precision engineering. What started with a single molding machine has today grown into multiple ISO 9001 certified manufacturing facilities, making RT a trusted partner for businesses across the globe.

Today, our team of experienced professionals utilize cutting-edge technology to deliver a comprehensive one-stop solution – from mold design and development, to high-volume plastic molding, and final product assembly. We take pride in our collaborative approach, working closely with each client to ensure their specific needs are met.

If you're looking for a reliable partner for your next mold manufacturing and plastic molding project, contact us today! We're here to help you turn your vision into a reality.

Our Mission & Vision

Mission

At Raman Thermosets, our mission is to empower your success by providing exceptional quality engineered plastic products and comprehensive end-to-end engineering solutions, delivered with seamless manufacturing and unmatched customer service.

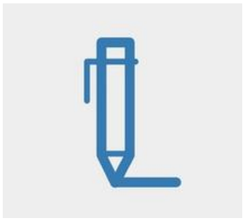
Vision

Raman Thermosets envisions being the leading innovator and sustainable provider of engineered products and solutions, shaping a better future through reliability, durability, and responsible practices

Guiding Principles: RT's Core Values

Welcome to the heart of how we operate, a set of principles that makes us, us

The Joy of Unlearning



We embrace the humility and agility required to shed outdated practices and assumptions. We foster a culture where admitting 'we were wrong' is not a weakness, but a strength. Continuous learning, evolution, and improvement are our cornerstones, as we understand that true progress comes from a willingness to unlearn.

Curious Disruption

We're driven by an insatiable curiosity that compels us to challenge the norm. We don't just accept 'how it's always been done.' We actively seek out opportunities to disrupt, innovate, and redefine what's possible. Calculated risks are our fuel, and we celebrate the courage to ask 'why not?'

Craftsmanship Everywhere

We pursue excellence in every detail, from the grandest project to the smallest task. We believe that true quality comes from meticulous attention and a commitment to craftsmanship, regardless of the scale. We take pride in the work we produce, and we strive to create things that are both functional and beautiful.

Respectful Voice

We champion every 'Respectful Voice.' We deeply value the diverse perspectives and intellectual contributions of every individual. We actively listen, thoughtfully consider, and respectfully engage with ideas, even when they differ from our own. We understand that true innovation arises from the collision of diverse viewpoints, and we cultivate an environment where intellectual curiosity and respectful discourse thrive

Optimized Impact

We prioritize maximizing our output while minimizing wasted effort, driving our continuous improvement ideology. We leverage technology and seek efficient processes to achieve high-impact results with minimal resources

Ethical Excellence

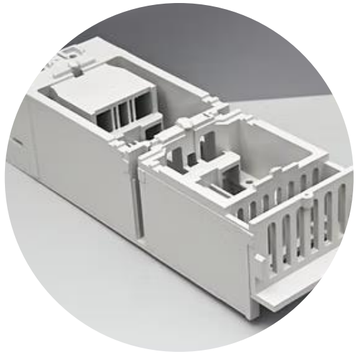
We strive for the highest ethical standards in everything we do and act with uncompromising integrity. We are committed to fairness, transparency, and responsible conduct in all our interactions. Our priority is doing the right thing, even when it's difficult, and we hold ourselves accountable for our actions and decisions

Our Careers

At the heart of our dynamic manufacturing business, we're building more than just products—we're cultivating careers. We're on the lookout for talented individuals across all functions, from quality and production engineers, assembly and molding operators, to the vital managers, accountants, and other dedicated professionals who ensure our smooth functioning. If you're ready to contribute your skills to a team passionate about innovation and committed to excellence, discover where your next opportunity awaits.

Project Showcase

RAMAN THERMOSETS PVT. LTD.



Pole Box - Single Pole

Pole Box - Four Pole

Transfer Molded Solenoid Coils

Contact Carriers

Transfer Over Molded Motor Housing

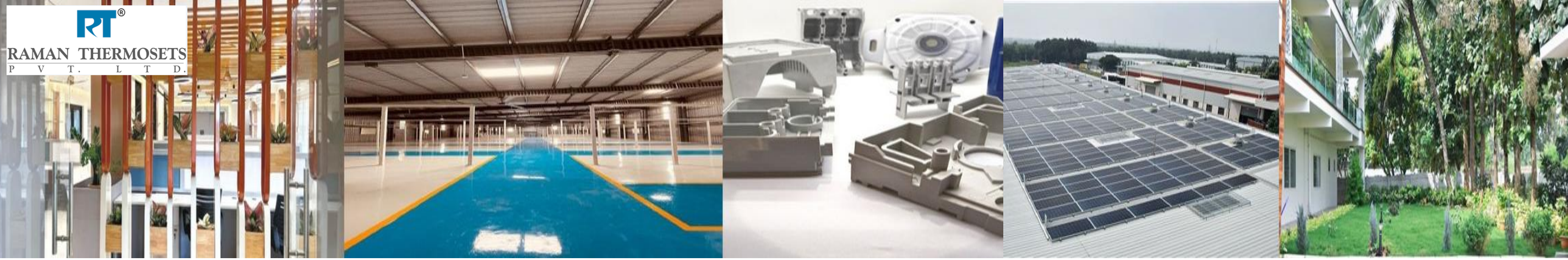
Operating Mechanism

Metro Coach Handles

Electrical Fixed Part Assembly

Arc Chamber

Molded Case Circuit Breaker (MCCB)



Infrastructure: State-of-the-Art Facilities

Strategic Locations

Asangaon (Mumbai) and Bangalore.

Advanced Machinery

Compression, injection, and transfer moulding presses.

Technology

SolidWorks, CAM, and iMachining for DFM.

Dedicated Labs

Equipped with advanced measuring instruments.

RT boasts state-of-the-art manufacturing facilities in Asangaon near Mumbai and Bangalore, ensuring easy client access and efficient operations. Equipped with advanced machinery and technology, our facilities support the entire product development cycle. Dedicated post- moulding assembly lines streamline production, and each location features a dedicated quality lab equipped with advanced measuring instruments, reinforcing our commitment to excellence.

Infrastructure

State-of-the-Art Manufacturing Facilities

We are located in Asangaon near Mumbai and Bangalore, providing easy access to clients to ensure efficient operations. Equipped with advanced machinery, including compression, injection, and transfer molding presses (100-350 tons), CNC, EDM drilling, surface grinding, and machining centers, we support the entire product development cycle. Our manufacturing facilities are also ISO-9001 certified ensuring your products adhere to strict business and regulatory standards.

Advanced Technology for End-to-End Solutions

Leveraging SolidWorks, CAM, and iMachining for mold design and Design for Manufacturability (DFM), we ensure precision and efficiency. Our dedicated post-molding assembly lines streamline production, while our logistics support guarantees sourcing of raw materials tailored to your needs along with timely delivery of your finished products.

Quality Assurance

Rigorous quality control is a cornerstone of our operations. Each of our manufacturing locations has a dedicated quality lab to ensure the products we make meet your requirements. Our organization is ISO-9001 certified to meet our customers quality demands.Equipped with vision measuring machines, surface tables, profile projectors, and hardness testers, we ensure that our products meet the highest industry standards.

End-to-End Services: From Design to Delivery

1

Mold Design & Development
CAD software and CNC machining.

2

Plastic Molding
Compression,transfer,and injection moulding.

3

Post Moulding Subassembly
Seamless integration and assembly lines.

4

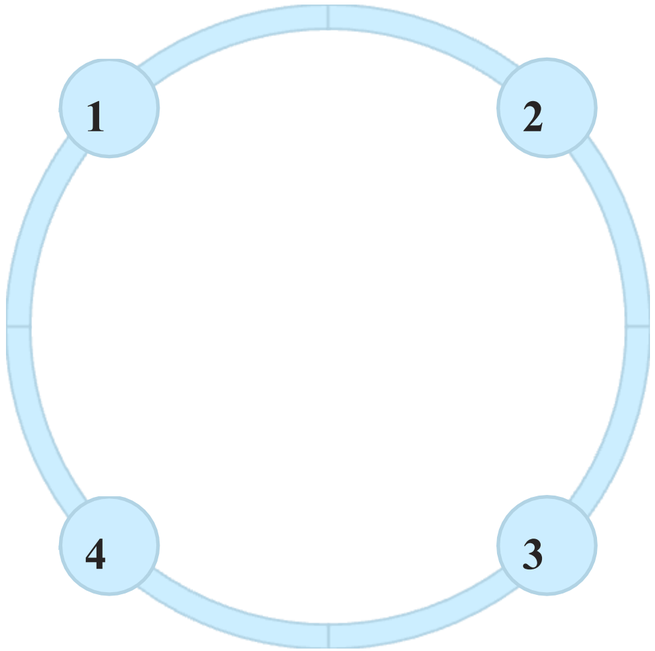
Logistic Support
Globalsourcingandexpedited delivery.

RT provides comprehensive services covering the entire product development cycle. We provide product design solutions, advanced CNC machining, and fast-track mold development. Our plastic moulding expertise covers various techniques and materials. We offer seamless integration from moulding to final assembly with skilled workforce and dedicated assembly lines and provide end-to-end import and export services with expedited delivery through our global network.

Uncompromising Quality Control

ISO 9001 Certification
Across all manufacturing locations.

Advanced Equipment
Video measuring machines.



Material Integrity
Incomingandoutgoingquality control checks.

Precision Measurement
Calibrated gauges and hardness testers.

Quality is paramount at RT, underscored by ISO 9001 certification across all manufacturing locations. Our advanced equipment, including video measuring machines, calibrated gauges, and hardness testers, ensures precision measurement and material integrity. This rigorous approach guarantees that every product meets the highest standards of quality and reliability, reinforcing our commitment to client satisfaction.

RAMAN THERMOSETS
P V T. L T D.

Future Expansion Plans

Expand Market Share

Target high-growth multinational clients.

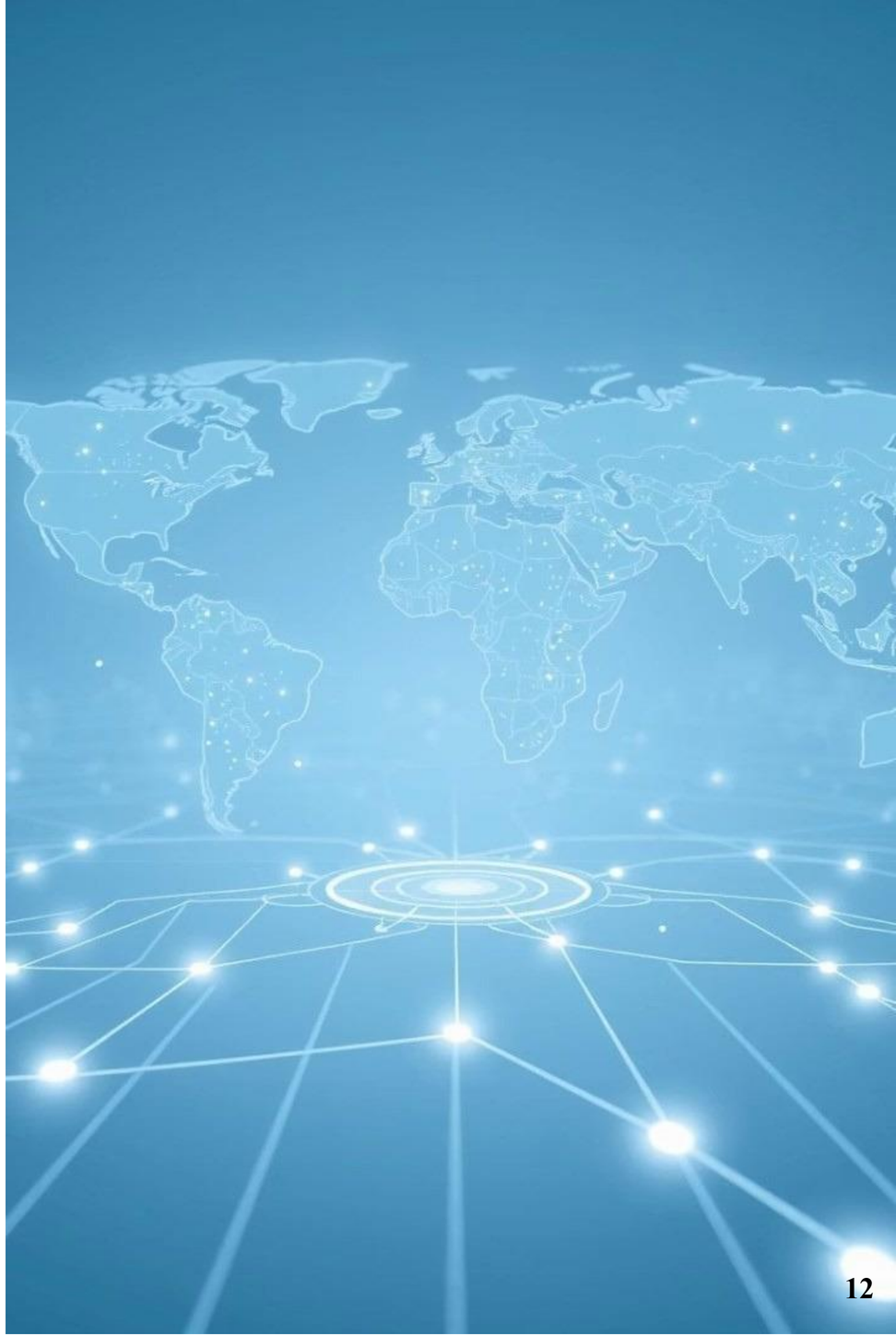
Enhance Global Accessibility

Establish a strong online presence

Diversify Product Offering

Invest in new business ventures.

RT has ambitious plans for future business expansion, including strategically targeting high- growth multinational clients and enhancing global accessibility through a robust online presence. We also plan to diversify our product offering by investing in new business ventures. These initiatives, coupled with performance tracking and sustainable practices, will drive our growth and solidify our market position.



RAMAN THERMOSETS
P V T. L T D.

Corporate Responsibility: Ethical Conduct and Sustainability

Ethical Conduct

Embedding ntegrityinto our day-to-day operations.

Low Carbon Transition Plan

Operating a 210kVA rooftop solar plant with a carbon offset equivalent to planting 750 trees a month.

Water Stewardship Plan

Implementing a rain water harvesting system to increase ground water table and reuse water.

Green Space Initiative

Dedicating10% of factory are a to ecological gardens.

RT is committed to creating value beyond products, building a future of integrity and impact through ethical conduct and sustainability initiatives. We invest in sustainable practices, including a low carbon transition plan, water stewardship, and green space initiatives. These efforts reflect our dedication to minimizing our environmental footprint and contributing to a sustainable future.

Eco-Conscious Materials

Our plastic moulded components are manufactured using recyclable and low-impact materials that meet global environmental standards.

Sustainable Design Principles

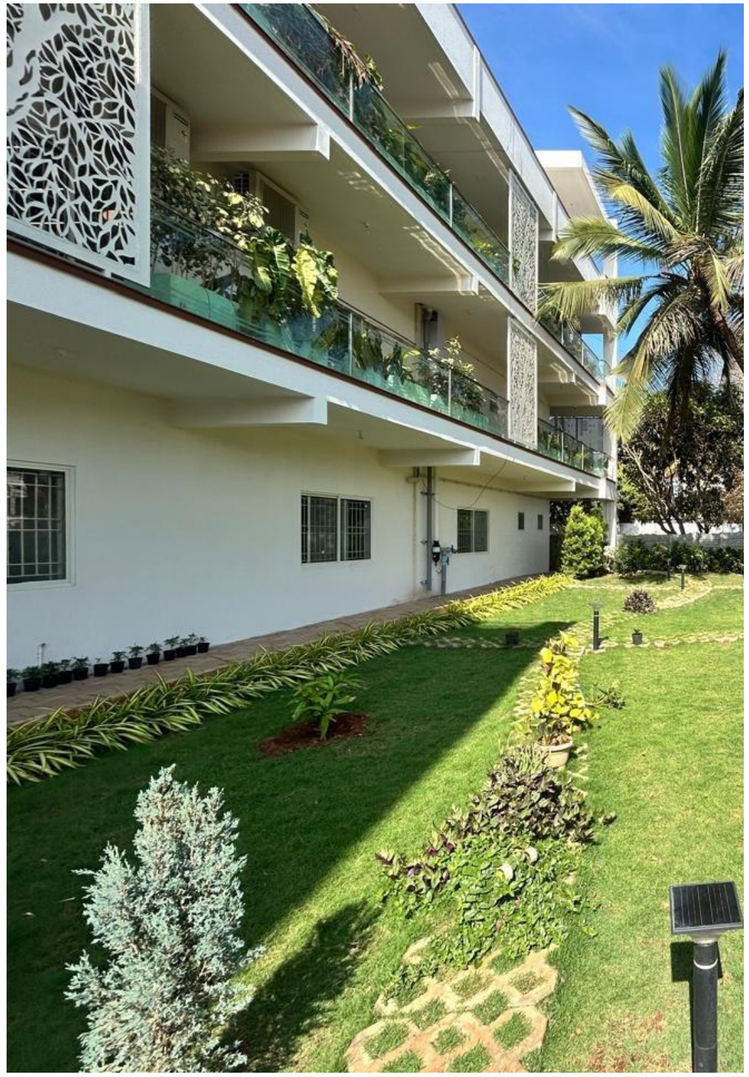
Every product is engineered with sustainability in mind reducing material usage, energy consumption, and environmental footprint.

Durable and Long-Lasting

High-quality construction extends product life, reducing the need for frequent replacements and thereby minimizing waste.

Awareness Campaigns

RT conducts regular awareness initiatives with customers and stakeholders on proper usage, return, and recycling of products.



Design for Disassembly

Our products are designed for easy disassembly, enabling simple sorting, reuse, or recycling of individual components.

Circular Economy Alignment

RTsupports the circular economy by ensuring our products can be reused, remanufactured, or recycled instead of discarded.

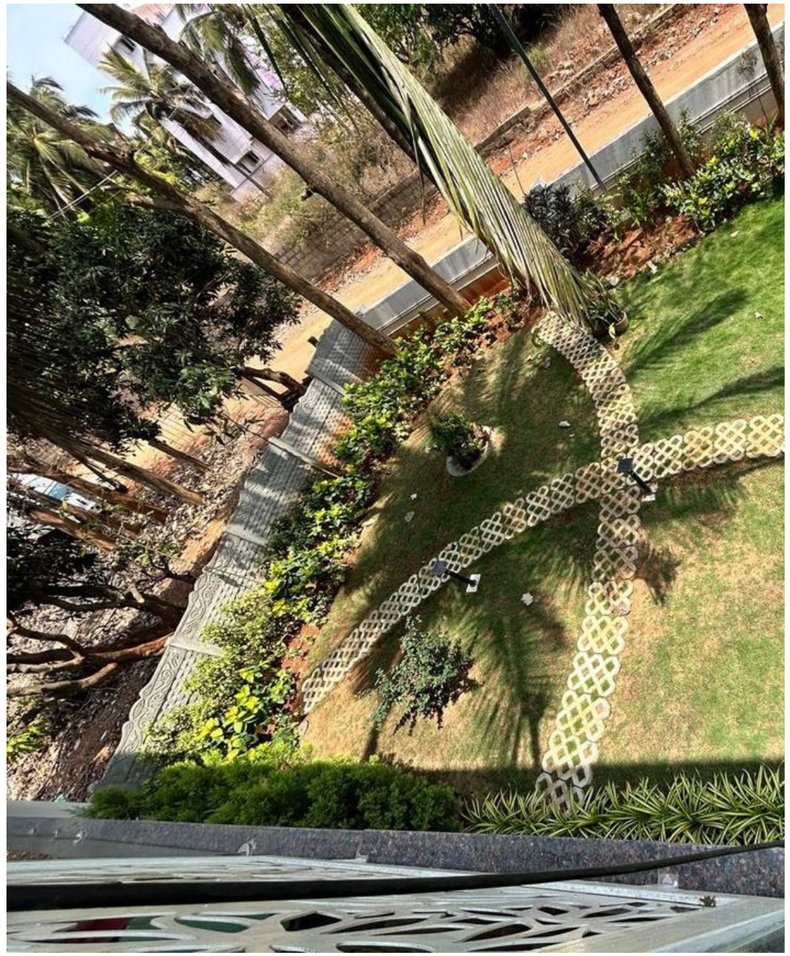
Take-Back Program

Customers can return used RT products free of charge under our Take-Back Program for recycling or remanufacturing.

Product Lifecycle Extension

Components are designed for upgradability or remanufacturing, reducing the need for complete replacements and keeping parts in circulation.

RAMAN THERMOSETS
P V T. L T D.



Buy-Back Incentive Scheme

RT offers a Buy-Back Program where users can sell used products back to us for safe recovery or reuse.

Clear End-of-Life Disposal Instructions

Each product comes with detailed disposal guidelines to help users recycle or return the product through the correct channels.

Collaboration with Local Recyclers

Wehave partnered with certified local recycling and waste management providers to handle returned products responsibly.

Minimizing Waste to Landfill

Ourend-of-life strategies ensure that product components are diverted from landfills and reintroduced into the production cycle.

Responsible Packaging

All RT product packaging is recyclable and made from post-consumer or biodegradable materials.

Reduced Environmental Leakage

Products are designed andtested to prevent component or chemical leakage into the environment throughout their lifecycle.

RAMAN THERMOSETS
P V T. L T D.

01

Resource Efficiency
Our production process emphasizes minimal raw material waste and energy-efficient machinery.

02

Low Carbon Footprint Production
RT integrates renewable energy and energy-efficient practices across manufacturing units to cut carbon emissions.

03

Recycled Content
Many of our products incorporate a significant percentage of recycled plastic without compromising on quality or performance.

04

Labeling for Sorting and Recycling
All parts are labeled with recycling codes to make post-use sorting and recycling easier for customers and recyclers.

05

ESG-Compliant Manufacturing
Our environmental initiatives align with ESG standards, ensuring ethical sourcing, clean production, and transparent reporting.

06

Zero Harm Chemicals
Products are free from hazardous substances, supporting safer use and easier end-of-life processing.

Award Winning Excellence

We are honored to be recognized by leading partners with supplier performance and sustainability awards, reflecting our continuous commitment to product quality, operational reliability, and environmental stewardship.

Our Certifications

We are proud to display our ISO certifications, reflecting our unwavering commitment to excellence across all facets of our operations. These certifications are a testament to our dedication to maintaining the highest standards in quality management, environmental performance, and occupational health and safety.

The ISO 14001 certification highlights our dedication to environmental responsibility. This standard guides us in identifying and controlling our environmental impact, continually improving our environmental performance, and implementing a systematic approach to environmental management. We are committed to minimizing our ecological footprint and contributing to a sustainable future.

Our ISO 45001 certification demonstrates our paramount commitment to the health and safety of our employees, customers, and all stakeholders. This rigorous standard helps us proactively reduce occupational injuries and diseases, provide safe and healthy workplaces, and continually improve our occupational health and safety performance. Your safety is our priority.

STATEMENT OF USE

GRI-1

This report is prepared in accordance with GRI standards for the Period 01st January 2025 to 31st December 2025

GRI 2: General Disclosures 2021

Organizational Profile and Reporting Basis
GRI 2-1

Company name: RAMAN THERMOSETS PVT. LTD.

Address: Sy. No. 27/3, Obanaiknahalli, near Devenga Mutta, Kasaba Hobli, Nelamangala Town, Karnataka-562123, India

Mail ID: jerald@thepentagon.in

Mobile No: +91 9611967198

GRI 2: General Disclosures 2021

Reporting Principles and Basis

GRI 2-3

The report is structured around the GRI concepts of impacts, material topics, stakeholder engagement, management of impacts, transparency and comparability. RT's materiality documentation considers operational impacts, industry practices, customer requirements, regulatory expectations and stakeholder priorities. The report uses the 2025 KPI register as the principal performance dataset and supplements it with RT's governance, environmental, GHG, social, procurement, information-security and operational records. Where the source file contains an explicit KPI, the value is reproduced without reinterpretation. Where the source documents do not provide a GRI-specific quantitative disclosure, the report states the limitation and identifies an improvement action. This evidence-based approach avoids introducing unsupported figures or assumptions.

Reporting Practices and Assurance

GRI 2-3.1

RT's sustainability and ESG information is supported by KPI records, management reports, operational logs, training evidence, environmental monitoring, GHG inventories and other documented controls. The 2025 GHG inventory covers Scope 1, Scope 2 and Scope 3 emissions and follows an operational-control boundary. RT describes independent third-party assurance of selected sustainability indicators, calculation methodologies, supporting evidence, internal controls and reporting processes. The assurance process is intended to improve accuracy, reliability, traceability and stakeholder confidence. This report therefore distinguishes between information evidenced in RT's source documents and disclosures that require further data collection or formal GRI-specific documentation.

External assurance

GRI 2-5

The CSR Report has been independently assured by BMQR Certifications Pvt. Ltd., a third-party assurance provider, in accordance with ISO 17029:2019 and GRI Standards. The engagement followed a Type 2 assurance approach, covering the accuracy, completeness, reliability, and integrity of sustainability disclosures. BMQR reviewed information and data presented across applicable sections of the report and assessed them against established assurance principles. The independent assurance statement confirms that the disclosed information has undergone external verification, strengthening the credibility and transparency of the organization's sustainability reporting. The assurance was authorized by S. Elango, Associate Certified Sustainability Assurance Practitioner, on 20 January 2026.

Governance and ESG Oversight

GRI 2-12

RT's sustainability and ESG information is supported by KPI records, management reports, operational logs, training evidence, environmental monitoring, GHG inventories and other documented controls. The 2025 GHG inventory covers Scope 1, Scope 2 and Scope 3 emissions and follows an operational-control boundary. RT describes independent third-party assurance of selected sustainability indicators, calculation methodologies, supporting evidence, internal controls and reporting processes. The assurance process is intended to improve accuracy, reliability, traceability and stakeholder confidence. This report therefore distinguishes between information evidenced in RT's source documents and disclosures that require further data collection or formal GRI-specific documentation.

GRI 2: General Disclosures 2021

Executive Summary
GRI 2-22

RT's 2025 sustainability performance demonstrates an integrated ESG management approach across manufacturing, tooling, subassembly, procurement, employee welfare, environmental stewardship and governance. Key strengths include 100% employee anti-corruption training, 100% supplier sustainability assessment coverage, 100% supplier Code of Conduct acceptance, 100% sustainable procurement training for buyers, 100% employee health-insurance coverage, 100% authorized data access, zero confirmed corruption incidents, zero reportable safety incidents, zero customer health and safety incidents and zero confirmed information-security incidents. Environmental priorities include energy efficiency, renewable energy, water conservation, waste recovery, recycled material use, pollution control and climate resilience. RT's GHG inventory for 2025 reports total emissions of 440.985 tCO_2e.

Policies, Commitments and Due Diligence
GRI 2-23

RT's ESG documentation describes a framework of policies, procedures and initiatives addressing business ethics, anti-corruption, human rights, labour practices, health and safety, environmental management, responsible procurement, information security and regulatory compliance. Supplier expectations are formalized through a Supplier Sustainability Code covering human rights, child and forced labour, safe working conditions, environmental protection, ethical conduct and legal compliance. RT conducts supplier assessments, audits, risk assessments and corrective-action follow-up. Internally, awareness training, grievance mechanisms, age verification, worker protection controls and management reviews support due diligence. These measures demonstrate an integrated approach to identifying, preventing, mitigating and monitoring sustainability-related risks.

Stakeholder Engagement and Materiality
GRI 2-29

RT identifies material sustainability topics through consideration of operational impacts, industry practices, customer requirements, regulatory expectations and stakeholder priorities. Relevant stakeholders include employees, customers, suppliers and management representatives. Engagement is supported through discussions, surveys, feedback mechanisms and business interactions. The materiality process is intended to identify environmental, social and governance matters requiring focused management, monitoring and improvement. The resulting priorities include energy and climate, water, materials and waste, pollution, biodiversity, responsible procurement, occupational health and safety, human rights, employee development, diversity, ethics, information security and customer health and safety. RT uses these priorities to structure ESG objectives and performance monitoring.

GRI 3: Material Topics

Process to Determine Material Topics
GRI 3-1

RT determines its material topics through a structured ESG materiality assessment considering the organization's activities, products, services, business relationships, and actual and potential impacts on the economy, environment, and people. The process considers stakeholder expectations, applicable legal and regulatory requirements, operational risks, ESG policies, supplier sustainability performance, employee welfare, environmental performance, customer health and safety, business ethics, and information security. RT reviews relevant ESG documentation, KPI performance, stakeholder concerns, risk assessments, and management priorities to identify topics requiring focused management and disclosure. The assessment is periodically reviewed to reflect changing business conditions, stakeholder expectations, sustainability risks, and opportunities.

Management of Material Topics
GRI 3-3

RT manages its material topics through established policies, procedures, responsibilities, operational controls, training programmes, risk assessments, supplier evaluations, monitoring systems, and performance indicators. Management responsibilities are assigned to relevant functions including HR, Environment Management and Regulatory (EMR), Procurement, Production, and Safety. RT monitors performance through defined KPIs covering energy, GHG emissions, water, waste, renewable energy, employee safety, human rights, training, diversity, ethics, customer safety, information security, and supplier sustainability. Corrective actions and improvement initiatives are implemented where performance gaps are identified. Management reviews ESG performance and uses KPI trends, assessments, audits, and assurance activities to strengthen controls and support continual improvement.

List of Material Topics
GRI 3-2

Most Environmental Material Topics

1. Recyclability of Plastic Materials
2. Biodegradable Plastics
3. Sustainable Sourcing of Raw Materials
4. Sustainable Sourcing of Raw Materials
5. Life Cycle Assessment (LCA) of Plastic Products
6. Energy Efficiency in Plastic Molding
7. Plastic Waste Management
8. Use of Post-Consumer Recycled Plastics
9. Reduction of Carbon Footprint in Manufacturing
10. Water Usage in Plastic Production

Most Material Social Topics

1. Ethical Labor Practices in the Supply Chain
2. Employee Empowerment and Participation
3. Employee Work-Life Balance
4. Corporate Social Responsibility (CSR) Initiatives
5. Supplier Diversity and Inclusion
6. Health and Safety Regulations in Manufacturing
7. Worker Rights and Advocacy
8. Community Development and Local Employment
9. Impact of Automation on Employment
10. Support for Local Education and Skill Development

Most Material Governance Topics

1. Corporate Governance Structure and Effectiveness
2. Ethics and Integrity in Corporate Leadership
3. Sustainability Reporting and Disclosure
4. Regulatory Compliance (Environmental, Health & Safety)
5. Corporate Social Responsibility (CSR) Oversight
6. Anti-Money Laundering (AML) Policies
7. Shareholder Communication and Transparency
8. Whistleblower Protection Mechanisms
9. Risk Assessment and Management of ESG Factors
10. Conflict of Interest Policies

Governance

Economic Performance

GRI 201

RT's available sustainability documentation focuses primarily on environmental, social and governance performance and does not provide a complete GRI 201 economic value statement covering revenues, operating costs, employee wages and benefits, payments to providers of capital, payments to government and community investments. The company's ESG records do, however, connect sustainability initiatives with operational efficiency, cost optimization and long-term business resilience. Energy-efficiency upgrades, material-use reduction, inventory control, waste minimization, preventive maintenance and digital process automation are described as measures that can improve resource efficiency and operating performance. For future reporting, RT should compile audited financial data and map economic value distribution to GRI 201 requirements.

Indirect Economic Impacts

GRI 203

RT's sustainability initiatives generate indirect operational and economic benefits through energy efficiency, responsible procurement, supplier capacity building, employee development, digitalization and environmental risk management. Route optimization, load consolidation, preventive maintenance, water conservation, recycling, material efficiency and automated software are described as measures that improve resource productivity and operational resilience. RT also conducts supplier meetings, sustainability assessments, ESG audits and capacity-building activities to strengthen business relationships and supply-chain performance. The source documents do not quantify wider economic impacts such as infrastructure investment, local economic development or quantified community investment. Future reports should establish indicators for significant indirect economic impacts and associated outcomes.

Market Presence

GRI 202

RT identifies material sustainability topics through consideration of operational impacts, industry practices, customer requirements, regulatory expectations and stakeholder priorities. Relevant stakeholders include employees, customers, suppliers and management representatives. Engagement is supported through discussions, surveys, feedback mechanisms and business interactions. The materiality process is intended to identify environmental, social and governance matters requiring focused management, monitoring and improvement. The resulting priorities include energy and climate, water, materials and waste, pollution, biodiversity, responsible procurement, occupational health and safety, human rights, employee development, diversity, ethics, information security and customer health and safety. RT uses these priorities to structure ESG objectives and performance monitoring.

Procurement Practices
GRI 204

RT integrates sustainability considerations into procurement and supplier management. Procurement personnel receive training on responsible sourcing, environmental protection, human rights, labour practices, occupational health and safety, anti-corruption, supplier sustainability requirements and legal obligations. Supplier contracts include environmental, labour and human-rights clauses, and the Supplier Sustainability Code establishes expectations for responsible conduct. RT also performs supplier sustainability assessments, on-site ESG audits, risk assessments and corrective-action monitoring. Supplier acceptance of the Code and sustainability assessment coverage reached 100% in the 2025 KPI record. These practices strengthen responsible sourcing, supplier accountability and resilience while integrating ESG considerations into purchasing decisions.

Anti-Corruption
GRI 205

RT maintains a zero-tolerance approach to corruption and supports ethical business conduct through policies, awareness communication, employee training, whistleblower mechanisms and management oversight. The 2025 KPI record reports 100% employee completion of anti-corruption training and zero confirmed corruption incidents. Business ethics training also maintained 100% employee coverage. The governance framework includes reporting channels and controls intended to identify and address unethical conduct. RT's documentation also describes supplier expectations for ethical business conduct and anti-corruption. Continued annual training, risk assessment, monitoring of sensitive transactions and documented case management will support stronger alignment with GRI 205 and provide evidence of prevention, detection and response.

Anti-Competitive Behavior
GRI 206

RT's available ESG documents emphasize ethical conduct, compliance, anti-corruption and responsible business relationships, but they do not provide specific disclosures on legal actions or incidents related to anti-competitive behavior, antitrust or monopoly practices. The company's broader governance framework promotes integrity, regulatory compliance and responsible decision-making, which provides a foundation for preventing inappropriate market conduct. GRI 206 remains within the report's economic-topic scope because ethical competition is relevant to responsible business conduct. RT should strengthen future reporting by documenting competition-law awareness, relevant training, risk assessments, complaints or legal proceedings, and confirmed incidents or corrective actions, where applicable.

RAMAN THERMOSETS
P V T. L T D.

ENVIRONMENTAL

Materials
GRI 301

Material efficiency is a significant sustainability topic for RT because plastic moulding, tooling, die manufacturing and subassembly activities depend on raw materials and process consumables. RT monitors inventory, material receipts, issues, returns and closing balances to reduce over-purchasing, expiry and obsolete stock. Process parameters are optimized to improve material yield, reduce rejection and minimize scrap. The KPI record reports recycled input material at 100% in 2025, with an 100% target. RT also evaluates recycled, recyclable, bio-based and biodegradable alternatives where technically feasible and compatible with quality requirements. These measures support circular resource use and reduced dependence on virgin materials.

Energy
GRI 302

RT monitors energy consumption and implements energy-efficiency initiatives across moulding machines, tooling equipment, compressors, lighting and utilities. The company has replaced conventional lighting with LED systems and evaluates energy-efficient machinery, motors, variable-frequency drives and improved machine controls. Compressed-air leakage prevention, optimized pressure settings and preventive maintenance are also used to reduce electricity losses. The KPI record reports total energy consumption of 36,591 kWh in 2025 against a 35,000 kWh target and an energy-intensity reduction KPI of 14% against a 20% target. Renewable energy consumption reached 44,822 kWh in 2025, with a target of 55,000 kWh.

Water and Effluents
GRI 303

RT manages water through monitoring, conservation, recycling, rainwater harvesting and water-quality testing. Water used in suitable cooling and utility processes may be recirculated through closed-loop systems, while recovered water is reused for appropriate non-potable applications where feasible. Rainwater harvesting supports storage or groundwater recharge and reduces dependence on freshwater sources. RT also assesses basin-related risks such as scarcity, flooding, drought and groundwater dependency. The 2025 KPI record reports total water consumption of 4,738 m^3, with a target of 4,500 m^3, and recycled/reused water of 1,192 litres. Water-quality testing supports pollution prevention and regulatory compliance.

Biodiversity
GRI 304

RT recognizes biodiversity as an environmental sustainability consideration and monitors green landscape coverage at its facility. The KPI record reports green landscape coverage of 18% in 2025, with a 20% target. The company's environmental initiatives also support pollution prevention, water conservation, rainwater harvesting and responsible waste management, which can reduce pressures on surrounding ecosystems. However, the available documents do not provide a detailed biodiversity impact assessment, information on protected areas, habitat restoration, species affected, or significant impacts on biodiversity. RT should strengthen future reporting by assessing site proximity to biodiversity-sensitive areas and documenting mitigation, restoration or enhancement measures where material.

Emissions

GRI 305

RT maintains a GHG inventory using an operational-control boundary covering manufacturing, storage, utilities, maintenance, offices and supporting infrastructure. The 2025 inventory reports Scope 1 emissions of 18.25 tCO_2e, Scope 2 emissions of 49.43 tCO_2e and Scope 3 emissions of 373.305 tCO_2e, for a total of 440.985 tCO_2e. Scope 3 is reported as 324.440 tCO_2e upstream and 48.865 tCO_2e downstream. RT uses ISO 14064-1, the GHG Protocol, IPCC guidance, DEFRA factors and India grid factors as applicable. Emission-reduction measures include energy efficiency, renewable energy, route optimization and supplier engagement.

Direct (Scope 1) GHG Emissions

GRI 305-1

RT monitors and manages direct greenhouse gas emissions (Scope 1) arising from sources under its operational control. The company's Scope 1 emissions were reported at 18.25 MT CO_2e in 2025, compared with 6.703 MT CO_2e in 2024. RT has established a 2026 target of 15 MT CO_2e and is strengthening energy efficiency, equipment maintenance, operational optimization, and emission-control practices to reduce direct emissions. Pneumatic equipment and compressed-air systems are periodically inspected to minimize leakage and unnecessary energy consumption. RT also monitors emission sources and implements corrective measures where required, supporting its decarbonization objectives and environmental performance.

Energy Indirect (Scope 2) GHG Emissions

GRI 305-2

RT monitors its indirect greenhouse gas emissions from purchased electricity using both location-based and market-based approaches. In 2025, gross location-based Scope 2 emissions were 49.43 MT CO_2e, compared with 31.584 MT CO_2e in 2024, with a 2026 target of 45 MT CO_2e. Market-based Scope 2 emissions were 39.35 MT CO_2e in 2025, compared with 40.126 MT CO_2e in 2024, with a 2026 target of 35 MT CO_2e. RT is strengthening energy-efficiency measures and renewable electricity procurement to reduce Scope 2 emissions. The reported values are assured as per ISO/IEC 17029:2019, supporting the reliability of the disclosed performance data.

Other Indirect (Scope 3) GHG Emissions

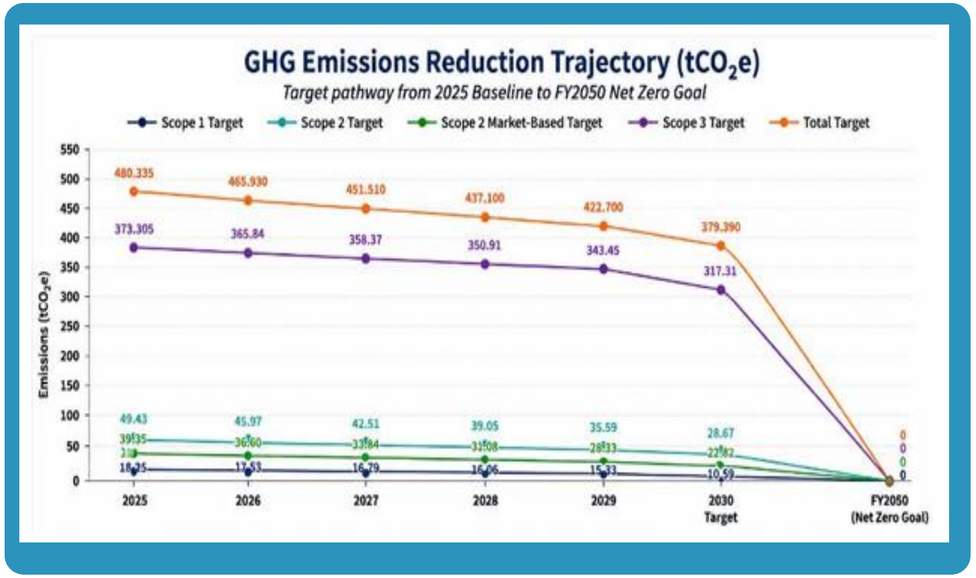
GRI 305-3

RT assesses other indirect greenhouse gas emissions occurring across its value chain and incorporates Scope 3 emissions into its sustainability performance monitoring. Total Scope 3 emissions decreased from 391.535 MT CO_2e in 2024 to 373.305 MT CO_2e in 2025, with a 2026 target of 355 MT CO_2e. RT's upstream Scope 3 emissions were 324.440 MT CO_2e, while downstream emissions were 48.865 MT CO_2e in 2025. The reduction reflects improved supply-chain efficiency, sustainable sourcing, supplier engagement, and logistics management. RT continues to strengthen supplier sustainability practices, responsible procurement, and value-chain efficiency to identify additional opportunities for Scope 3 emission reduction.

Science Based Target (SBTi-Aligned) Target

SBTi Target Trajectory

Year	Scope 1 Target	Scope 2 Target	Scope 2 Market-Based Target	Scope 3 Target	Total Target	Total Reduction vs Baseline (%)
2025	18.25	49.43	39.35	373.305	480.335	**0.00%**
2026	17.52	45.97	36.60	365.84	465.930	**2.64%**
2027	16.79	42.51	33.84	358.37	451.510	**5.29%**
2028	16.06	39.05	31.08	350.91	437.100	**7.93%**
2029	15.33	35.59	28.33	343.45	422.700	**10.57%**
2030 Target	10.59	28.67	22.82	317.31	379.390	19.14%
FY2050	**0**	**0**	**Net Zero***	**Net Zero**	**100% (Net Zero Goal)**	**FY2050**



Upstream Value Chain Emissions

GRI 305-3

RT monitors greenhouse gas emissions arising from upstream activities within its value chain, including emissions associated with suppliers, purchased materials, transportation, and other relevant supply-chain activities. In 2025, RT reported upstream Scope 3 emissions of 324.440 MT CO_2e, compared with 341.519 MT CO_2e in 2024. RT has established a 2026 target of 310 MT CO_2e. The reduction is supported by sustainable sourcing, supplier engagement, supply-chain risk assessments, responsible procurement, and supplier sustainability evaluations. RT also provides ESG training to procurement personnel and assesses suppliers against environmental and social requirements. These initiatives help strengthen supply-chain efficiency and progressively reduce upstream carbon impacts.

Downstream Value Chain Emissions

GRI 305-3

RT monitors greenhouse gas emissions associated with downstream value-chain activities related to the distribution, transportation, and subsequent movement of its products. In 2025, RT reported downstream Scope 3 emissions of 48.865 MT CO_2e, compared with 50.016 MT CO_2e in 2024. The company has established a 2026 target of 45 MT CO_2e. RT works to reduce downstream emissions through improved logistics efficiency, optimized transportation practices, product utilization, and responsible value-chain management. The company also monitors product stewardship and provides product end-of-life awareness training to strengthen lifecycle responsibility. These initiatives support improved resource efficiency, lower value-chain emissions, and RT's broader commitment to responsible manufacturing and sustainable product management.

GHG Emissions Intensity

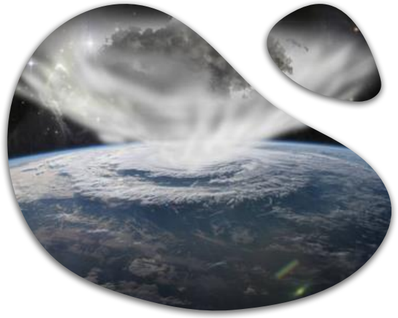
GRI 305-4

RT monitors greenhouse-gas emissions intensity as an indicator of the efficiency of its operational activities and energy use. The company reported an improvement in energy-intensity reduction from 9.5% in 2024 to 14% in 2025, with a target of 20% in 2026. RT seeks to improve emissions intensity through energy-efficient equipment, optimized operating conditions, preventive maintenance, compressed-air leakage prevention, renewable energy adoption, and improved production efficiency. Energy consumption decreased from 38,517 kWh in 2024 to 36,591 kWh in 2025. Monitoring intensity enables RT to evaluate progress independently of absolute activity levels and supports continual improvement in energy performance and greenhouse-gas management.

Reduction of GHG Emissions

GRI 305-5

RT implements measures to reduce greenhouse-gas emissions across its manufacturing operations and value chain. Initiatives include energy-efficiency improvements, renewable energy adoption, preventive maintenance, compressed-air leakage prevention, optimized operating pressures, equipment shutdown during extended idle periods, sustainable procurement, supplier engagement, and logistics efficiency. Renewable energy consumption reached 44,822 kWh in 2025, while Scope 3 emissions decreased to 373.305 MT CO_2e. RT has established 2026 reduction targets of 15 MT CO_2e for Scope 1, 45 MT CO_2e for Scope 2 and 355 MT CO_2e for Scope 3. These initiatives demonstrate RT's commitment to decarbonization, operational efficiency, responsible resource use, and continual environmental improvement.



Emissions of Ozone-Depleting Substances (ODS)

GRI 305-6

RT recognizes the environmental importance of preventing emissions of ozone-depleting substances and maintaining responsible control of materials and equipment that could potentially contain regulated substances. The uploaded RT documentation does not provide a quantified 2025 inventory of ODS emissions or specific quantities of ODS emitted, imported, or exported. Therefore, no numerical ODS emission value is reported in this section. RT's environmental management approach emphasizes pollution prevention, regulatory compliance, responsible material selection, and appropriate management of potentially hazardous substances. Future reporting should establish an ODS inventory, identify relevant substances and equipment, record applicable quantities, and document any replacement or phase-out initiatives to strengthen alignment with GRI 305-6.

NOx, SOx and Other Significant Air Emissions

GRI 305-7

RT monitors significant air emissions associated with its manufacturing and supporting activities and implements appropriate pollution-control measures. The company reported total air pollutant emissions of 0.230 metric tonnes in 2025, compared with 0.242 metric tonnes in 2024, with a 2026 target of 0.200 metric tonnes. RT controls particulate emissions through extraction, enclosure, ventilation, filtration, housekeeping, controlled material handling, and periodic maintenance of pollution-control equipment. Potential sources such as grinding, polishing, machining, material handling, and vehicle movement are identified and managed through operational controls. These initiatives support pollution prevention, regulatory compliance, employee protection, and continual improvement in RT's environmental performance.

Waste
GRI 306

Waste management is integrated into RT's manufacturing and support operations. Waste streams include plastic scrap, metal scrap, paper and packaging, general waste, used oils, contaminated materials, electronic waste and other hazardous wastes. Waste is segregated at source, stored in labelled areas and transferred to authorized recyclers or disposal agencies. RT maintains hazardous waste disposal logs, manifests, transporter details and disposal certificates to support traceability. The 2025 KPI record reports 16,020 kg of non-hazardous waste, 2,837 kg of hazardous waste and 5,612 kg of recovered waste. Waste-to-landfill was 26,453 kg, with stronger diversion identified as an improvement priority.

Environmental Compliance
GRI 307

RT's environmental management practices emphasize legal compliance, pollution prevention, monitoring and continual improvement. Environmental controls cover air emissions, hazardous substances, waste, water quality, diesel-generator operation, noise and chemical management. The company uses inspections, testing, maintenance records, authorized waste contractors and documented disposal evidence to support compliance. The available KPI record reports zero environmental advocacy activities rather than an environmental non-compliance metric, so this should not be interpreted as evidence of zero violations. Future reporting should explicitly disclose significant environmental non-compliance cases, monetary penalties, notices and corrective actions, or state that no significant cases occurred based on verified compliance records.

Supplier Environmental Assessment
GRI 308

Environmental criteria are embedded in RT's supplier sustainability approach. Suppliers are assessed for environmental compliance, waste management, resource consumption, health and safety, human rights and ethical practices. Procurement personnel receive sustainability training, and supplier contracts include environmental requirements. Supplier sustainability assessment coverage reached 100% in the 2025 KPI record, while supplier environmental-risk training completion also reached 100%. RT conducts supplier ESG audits and follows up corrective actions and capacity-building activities. These processes help identify environmental risks beyond the company's direct operations and encourage suppliers to improve performance. Future reporting can strengthen GRI 308 by quantifying significant negative environmental impacts and corrective actions.


SOCIAL

Employment

GRI 401

RT's social documentation describes a structured employment framework covering appointment letters, fair wages, overtime compensation, salary slips, health coverage, working-hours management, employee welfare and career development. The available KPI evidence reports 100% appointment-letter coverage, 100% compliant overtime payments, 100% eligible employee health coverage and 100% salary-structure review. Employee welfare initiatives include family support, recreation, engagement and satisfaction assessment. RT also supports internal mobility and career discussions. These practices promote fair and transparent employment relationships. Future GRI 401 reporting should add workforce headcount by employment type, new hires, turnover, parental leave and benefits by employee category where applicable.

Occupational Health and Safety

GRI 403

RT operates a structured occupational health and safety system covering risk assessment, PPE provision, machinery inspections, emergency response, health checkups, safety training, toolbox meetings and preventive maintenance. Employees receive PPE suited to hazards such as machinery, material handling, noise, dust and sharp edges. Emergency planning covers fire, chemical spills, medical emergencies, machinery accidents, electrical hazards and natural disasters. The KPI record reports zero reportable incidents, zero work-related accidents and zero lost workdays in 2025. Safety awareness training achieved 100% employee coverage. RT should continue tracking injuries, occupational illnesses, high-consequence incidents, worker participation and OHS management-system coverage using GRI 403 definitions.

Labor/Management Relations

GRI 402

RT promotes employee communication and social dialogue through employee representatives, consultation, feedback channels, toolbox meetings, surveys and management interactions. The KPI record reports 13 employees participating in social dialogue during 2025, with a target of 15. Working-hours management, overtime controls and grievance mechanisms provide additional channels for addressing workforce concerns. The company's approach emphasizes respectful communication and collaboration rather than relying only on formal escalation. For full GRI 402 alignment, RT should document the minimum notice period for significant operational changes, collective bargaining arrangements where applicable, and the percentage of employees covered by agreements or consultation mechanisms. These disclosures can strengthen transparency around labour relations.

Training and Education
GRI 404

RT treats employee learning as an important component of operational excellence and sustainability performance. Training covers technical skills, operational practices, health and safety, environmental awareness, business ethics, anti-corruption, information security, human rights and sustainable procurement. The KPI record reports an average of 27 training hours per employee in 2025, against a target of 30 hours, and 100% participation in career development programs. Job shadowing, an e-library, career discussions, skills-development programs and performance reviews support continuous learning. These initiatives strengthen competence, employee engagement and internal capability. Future reporting should provide training hours by employee category, gender and significant employment group where data is available.

Diversity and Equal Opportunity
GRI 405

RT promotes equal opportunity through fair recruitment, blind recruitment evaluation, equal-pay assurance, non-discrimination awareness and workforce diversity monitoring. Blind recruitment removes non-job-related personal information during initial screening so candidates are assessed on qualifications, skills, experience and competencies. The KPI record reports women representing 29% of the workforce in 2025, with a 35% target, and minority or vulnerable-group representation of 23%, with a 25% target. Equal-pay practices are based on role, responsibilities, qualifications, skills, experience and performance. Future reporting should expand representation data to governance bodies, pay-equity analysis and diversity by employee category while maintaining privacy and legal requirements.

Non-Discrimination
GRI 406

RT maintains a workplace culture intended to be safe, respectful, inclusive and free from discrimination and harassment. Its initiatives include equal-opportunity communication, blind recruitment, equal-pay assurance, grievance mechanisms and awareness activities. The company's anti-harassment approach covers sexual harassment, bullying, intimidation, discrimination, verbal abuse, physical misconduct and other behaviour that compromises employee dignity. The 2025 KPI record reports zero discrimination and harassment incidents. This performance should be supported by documented complaint channels, investigation procedures, confidentiality protections and non-retaliation controls. RT should continue monitoring complaints, cases substantiated, corrective actions and training coverage so that future GRI 406 disclosures demonstrate both prevention and effective response.

Freedom of Association and Collective Bargaining
GRI 407

RT's sustainability KPI framework recognizes social dialogue and collective bargaining as workforce-related topics. Employee participation in social dialogue increased to 13 in 2025, with a target of 15. RT supports consultation, employee feedback and communication through established workplace mechanisms. However, the available documents do not provide sufficient quantitative information on the percentage of employees covered by collective bargaining agreements or the identification of operations and suppliers where freedom of association or collective bargaining rights may be at significant risk. RT should strengthen future reporting by documenting relevant agreements, worker-representative structures, consultation coverage, and risk assessments across operations and the supply chain.

Child Labor
GRI 408

RT maintains controls intended to prevent child labour, including recruitment age verification, labour-risk assessment, human-rights awareness and supplier requirements. The social KPI evidence reports 100% age verification for new recruits and zero underage recruitment cases. RT also maintains a grievance mechanism covering child labour, forced labour and human trafficking, with confidential reporting, investigation, corrective action and non-retaliation provisions. Suppliers are expected to prohibit child labour through the Supplier Sustainability Code and related assessments. These measures support prevention across direct operations and business relationships. Future reporting should document the percentage of operations and suppliers assessed for child-labour risk and the outcomes of those assessments.

Human Rights Assessment
GRI 412

RT integrates human-rights considerations into employment practices, supplier management, recruitment, grievance mechanisms and responsible sourcing. The company assesses labour risks relating to child labour, forced labour and human trafficking and requires suppliers to uphold human rights through the Supplier Sustainability Code. Supplier ESG audits review labour practices, human rights, health and safety and legal compliance. The KPI record reports zero external stakeholder human-rights incidents and zero labour or human-rights incidents. RT also conducts awareness and training initiatives. Future reporting should document the percentage of employees and business partners trained in human-rights policies, the scope of formal human-rights impact assessments, and significant issues identified and addressed.

Forced or Compulsory Labor
GRI 409

RT's human-rights framework includes a zero-tolerance position on forced labour, human trafficking and unethical recruitment practices. Employees, contract workers, suppliers, business partners and other stakeholders can report concerns through supervisors, HR, grievance officers, email, suggestion boxes or whistleblower channels. Complaints are documented and investigated confidentially, with corrective action and escalation where necessary. RT also conducts labour-risk assessments and human-rights awareness programs. The 2025 KPI record reports zero labour and human-rights incidents. Supplier sustainability requirements extend these expectations into the value chain. Future GRI 409 reporting should quantify operations and suppliers assessed for significant forced-labour risk and related corrective actions.

Local Communities
GRI 413

RT's social documentation recognizes that responsible business extends beyond the workplace and describes community awareness programs, volunteering, environmental campaigns, health initiatives and stakeholder engagement. These activities are intended to contribute positively to surrounding communities and support sustainable development. Environmental initiatives such as water conservation, rainwater harvesting, pollution prevention and waste management also have relevance to local environmental conditions. However, the available KPI record reports no formal environmental services or advocacy activities during 2025, indicating an opportunity for stronger community and environmental engagement. Future GRI 413 reporting should identify significant actual or potential impacts on local communities, engagement methods, development programs and outcomes.

Supplier Social Assessment
GRI 414

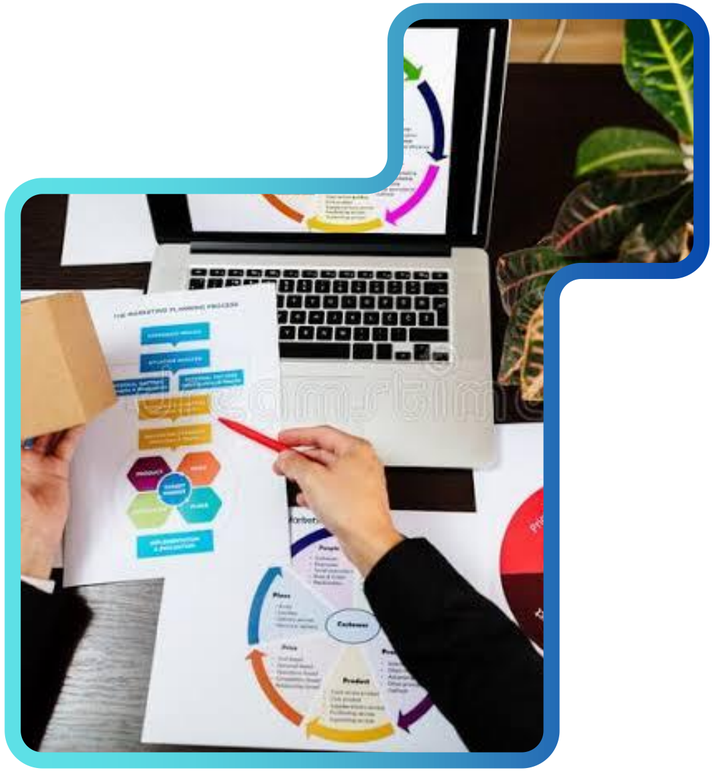
RT applies social criteria to supplier selection, assessment and development. The Supplier Sustainability Code requires human-rights protection, prohibition of child and forced labour, safe working conditions, ethical conduct and legal compliance. Supplier risk assessments consider labour practices, occupational health and safety, human rights and ethical business conduct. RT conducts supplier ESG audits and monitors corrective actions. The 2025 KPI record reports 100% supplier sustainability assessment coverage, 100% supplier Code-of-Conduct acceptance, 100% buyer sustainability training and 100% supplier engagement in corrective actions or capacity building. These practices integrate social due diligence into procurement and support a more responsible and resilient supply chain.

Customer Health and Safety
GRI 416

RT recognizes customer health and safety as a product-stewardship responsibility for Plastic Moulded Components, Tools/Dies and Subassemblies. Customer safety awareness information covers safe handling, intended use, storage, precautions, technical requirements, applicable hazards and disposal guidance. Product disposal guidance encourages segregation, reuse, recycling, recovery and authorized disposal. Customer feedback is collected and reviewed, with the 2025 governance summary reporting a 95% feedback closure rate. The KPI record reports zero customer health and safety incidents. RT should continue documenting product safety assessments, relevant incident investigations, corrective actions, customer communications and the percentage of significant product or service categories subject to health and safety assessment.

Marketing and Product Information
GRI 417

RT provides product and technical information relevant to safe handling, intended use, storage and disposal of supplied components, tools/dies and subassemblies. Information may be communicated through product documents, labels, manuals, specifications and direct customer communication. Product disposal guidance supports responsible end-of-life management and discourages uncontrolled dumping or burning. The KPI framework also tracks product utilization and packaging-related resource efficiency. While these practices support responsible product information, the available source documents do not provide a complete GRI 417 disclosure on incidents of non-compliance concerning product and service information, labelling, marketing communications or advertising. Future reporting should document such cases and corrective actions.



Customer Privacy

GRI 418

RT maintains information-security and access-control measures to protect business information, systems and sensitive data. Physical and digital access is assigned according to employee roles and responsibilities, reviewed periodically and updated following changes in employment or duties. Antivirus and firewall controls, data backup, automated software, information-security awareness and access governance support data protection and business continuity. The KPI record reports 100% authorized data access and zero confirmed information-security incidents in 2025. RT should continue strengthening privacy governance by documenting personal-data categories, privacy impact assessments, customer complaints concerning privacy, confirmed breaches, regulatory notifications and corrective actions, where applicable, to support fuller GRI 418 disclosure.

Appendix -1

SUSTAINABILITY PERFORMANCE DATA (01st January, 2025 to 31st December, 2025)

RAMAN THERMOSETS P V T. L T D.

S. No	TOPIC	POLICY COMMITMENT	KPI	UNIT	MEASURE
1	Water Recycling & Circular Resource Management	Reduce freshwater dependency through recycling, reuse, monitoring, conservation.	Total amount of water recycled and reused	Liters	1192
2	Sustainable Procurement Training	Strengthen supplier environmental awareness through training, sourcing, improvement.	Percentage of suppliers completing environmental risk training	Percentage	100
3	Waste Recovery	Increase waste recovery, recycling, reuse, minimizing disposal impacts.	Total weight of waste recovered	Kgs	5612
4	Collective Bargaining & Consultation	Maintain communication, consultation, and effective workforce participation mechanisms.	Social dialogue	Count	13
5	Ethical Conduct & Integrity	Conduct business ethically with integrity, transparency, accountability always.	Percentage of employees trained on business ethics	Percentage	100
6	Responsible Procurement Training	Train procurement personnel on ESG and responsible sourcing.	Percentage or number of all buyers who received training on sustainable procurement	Percentage	100
7	Packaging Disposal Risk / Product Use	Promote responsible product use, handling, and packaging utilization.	Product use	Percentage	83
8	Waste Management & Resource Efficiency	Reduce waste through segregation, reuse, recycling, operational efficiency.	Total weight of non-hazardous waste	Kgs	16020
9	Direct GHG Emissions – Scope 1	Measure, monitor, and progressively reduce direct GHG emissions.	Total gross Scope 1 GHG emissions	MT of CO2e	18.25
10	Purchased Energy Emissions – Scope 2	Reduce purchased electricity emissions through efficiency and renewables.	Total gross location-based Scope 2 GHG emissions	MT of CO2e	49.43
11	Carbon Neutral Power / Scope 2	Increase renewable electricity adoption and reduce Scope-two emissions.	Total gross market-based Scope 2 GHG emissions	MT of CO2e	39.35
12	Other Indirect GHG Emissions – Scope 3	Identify, monitor, and reduce value-chain greenhouse-gas emissions.	Total gross Scope 3 GHG emissions	MT of CO2e	373.305
13	Downstream Value Chain Emissions	Reduce downstream emissions through efficient logistics and stewardship.	Total gross Scope 3 Downstream GHG emissions	MT of CO2e	48.865
14	Upstream Value Chain Emissions	Engage suppliers to reduce upstream value-chain emissions.	Total gross Scope 3 Upstream GHG emissions	MT of CO2e	324.44
15	Air Quality & Pollution Control	Control particulate matter through engineering and preventive measures.	Air pollution	Index	28
16	Green Energy Adoption	Increase renewable energy consumption and reduce environmental impacts.	Total renewable energy consumption	kWh	44822
17	Biodiversity Conservation	Protect biodiversity and minimize ecological impacts through responsible management.	Biodiversity	Percentage	18
18	Anti-Corruption Awareness	Provide anti-corruption training and maintain zero-tolerance standards.	Percentage of employees completing anti-corruption training	Percentage	100
19	Product Stewardship / End-of-Life	Promote product recycling, recovery, responsible disposal, and stewardship.	Product end-of-life	Count	44
20	Energy Efficiency	Reduce energy consumption through efficient equipment and optimization.	Energy consumption and GHGs	kWh	36591
21	Sustainable Supply Chain Practices	Integrate environmental, labour, human-rights requirements into procurement decisions.	Percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements	Percentage	100
22	Ethics, Transparency & Anti-Corruption	Provide confidential channels for reporting unethical conduct.	Number of reports related to whistleblower procedure	Count	0
23	Labour Conditions & Standards	Provide fair working conditions and employee welfare benefits.	Working conditions	Percentage	100
24	Training & Awareness – AML	Prevent money laundering through awareness, training, and controls.	Percentage of employees trained in AML procedures	Percentage	100
25	Human Rights & Labour Practices	Prohibit child labour, forced labour, and human-trafficking.	Child labor, forced labor, and human trafficking	Count	0
26	Workplace Safety & Compliance	Prevent workplace injuries through risk assessment and training.	Employee health and safety	Count	0
27	Environmental Stewardship & Advocacy	Promote environmental awareness and stakeholder participation in improvements.	Environmental services and advocacy	Count	0
28	Air Quality Management	Monitor and reduce significant air pollutants continuously.	Total weight of air pollutants	Metric Tons	0.23
29	Hazardous Waste Management	Minimize hazardous waste through safe authorized disposal.	Total weight of hazardous waste	Kgs	2837
30	Energy Consumption	Improve energy efficiency and minimize unnecessary energy consumption.	Total energy consumption	kWh	36591
31	Water Use & Resource Efficiency	Reduce water consumption through conservation, monitoring, and reuse.	Total water consumption	Cubic Metres	4738
32	Data Privacy & Consent	Protect personal information through confidentiality and secure systems.	Percentage of data access with proper authorization	Percentage	100
33	Material Efficiency, Chemicals & Waste	Improve material efficiency, chemical management, recycling, and productivity.	Materials, chemicals, and waste	Kgs	26453
34	Responsible Supply Chain Management	Require suppliers to comply with ESG requirements.	Percentage of targeted suppliers who have signed the supplier code of conduct	Percentage	100
35	Customer Health & Safety	Ensure products meet quality, safety, and handling requirements.	Customer health and safety	Count	0
36	Human Rights in Business Relationships	Respect human rights throughout business relationships and partnerships.	External stakeholder human rights	Count	0
37	Supplier Improvement & Capacity Building	Improve supplier sustainability through corrective actions and capacity-building.	Percentage or number of audited or assessed suppliers engaged in corrective actions or capacity building	Percentage	100
38	Employee Training & Development	Provide training opportunities supporting employee skills and career-growth.	Average hours of training per employee	Hours	27
39	Employee Learning & Growth	Support careers through mentoring, learning, and development opportunities.	Career management and training	Percentage	100
40	Water Stewardship & Conservation	Prevent water pollution through treatment and monitoring measures.	Water	Cubic Metres	921
41	Gender Diversity & Inclusion	Promote gender equality, inclusion, and equal employment opportunities.	Percentage of women employed in the whole organization	Percentage	29
42	Occupational Health & Safety Performance	Prevent workplace injuries through hazard identification and controls.	Number of days lost to work-related injuries, fatalities, and ill health	Count	0
43	Equal Opportunity & Fair Treatment	Maintain workplaces free from discrimination, harassment, and unfairness.	Discrimination and Harassment	Count	0
44	Data Protection & Cybersecurity	Protect information assets through cybersecurity and access controls.	Number of confirmed information security incidents	Count	0
45	Work-Related Injury Cases	Prevent work-related accidents through safe procedures and training.	Number of work-related accidents	Count	0
46	Supplier Sustainability Performance Monitoring	Assess suppliers against environmental, social, and ethical requirements.	Percentage or number of targeted suppliers covered by a sustainability assessment	Percentage	100
47	Workforce Inclusion & Equity	Promote equal opportunity, diversity, inclusion, and fair treatment.	Percentage of employees from a minority or vulnerable group in the whole organization	Percentage	23
48	Anti-Corruption & Ethical Governance	Prevent bribery, corruption, fraud, and unethical conduct.	Number of confirmed corruption incidents	Count	0
49	Emission Intensity Reduction	Improve energy efficiency and reduce emissions intensity continuously.	Intensity Reduction Target	Percentage	14
50	Social Standards Assessment	Embed social-performance requirements into business processes and monitoring.	Evaluate adherence to social performance standards	Percentage	100
51	Recycled Material Consumption	Increase recycled material use while maintaining product quality.	Percentage of recycled input material out of total materials consumed	Percentage	100
52	Supplier Audit Compliance	Conduct supplier audits, corrective actions, and continual improvement.	Percentage or number of targeted suppliers covered by a sustainability on-site audit	Percentage	100

RAMAN THERMOSETS PVT. LTD.

GRI Index

This report is prepared in accordance with GRI standards (2021)

GRI Number	GRI Standard Heading	Page No
GRI-1	Statement Of Use	18
GRI 2	General Disclosures 2021	19
GRI 2-1	Organizational Profile and Reporting Basis	19
GRI 2-3	Reporting Principles and Basis	20
GRI 2-5	External assurance	20
GRI 2-3.1	Reporting Practices and Assurance	20
GRI 2-12	Governance and ESG Oversight	20
GRI 2-22	Executive Summary	21
GRI 2-23	Policies, Commitments and Due Diligence	21
GRI 2-29	Stakeholder Engagement and Materiality	21
GRI 3-1	Process to Determine Material Topics	22
GRI 3-1	List of Material Topics	22
GRI 3-3	Management of Material Topics	22
GRI 201	Economic Performance	24
GRI 202	Market Presence	24
GRI 203	Indirect Economic Impacts	24
GRI 204	Procurement Practices	25
GRI 205	Anti-Corruption	25
GRI 206	Anti-Competitive Behavior	25
GRI 301	Materials	27
GRI 302	Energy	27
GRI 303	Water and Effluents	27
GRI 304	Biodiversity	27
GRI 305	Emissions	28
GRI 305-1	Direct (Scope 1) GHG Emissions	28
GRI 305-2	Energy Indirect (Scope 2) GHG Emissions	28

GRI Number	GRI Standard Heading	Page No
GRI 305-3	Other Indirect (Scope 3) GHG Emissions	28
GRI 305-3	Upstream Value Chain Emissions	29
GRI 305-3	Downstream Value Chain Emissions	29
GRI 305-4	GHG Emissions Intensity	30
GRI 305-5	Reduction of GHG Emissions	30
GRI 305-6	Emissions of Ozone-Depleting Substances (ODS)	30
GRI 305-7	NOx, SOx and Other Significant Air Emissions	30
GRI 306	Waste	31
GRI 307	Environmental Compliance	31
GRI 308	Supplier Environmental Assessment	31
GRI 401	Employment	33
GRI 402	Labor/Management Relations	33
GRI 403	Occupational Health and Safety	33
GRI 404	Training and Education	34
GRI 405	Diversity and Equal Opportunity	34
GRI 406	Non-discrimination	34
GRI 407	Freedom of Association and Collective Bargaining	34
GRI 408	Child Labor	35
GRI 409	Forced or Compulsory Labor	35
GRI 412	Human Rights Assessment	35
GRI 413	Local Communities	35
GRI 414	Supplier Social Assessment	36
GRI 416	Customer Health and Safety	36
GRI 417	Marketing and Product Information	36
GRI 418	Customer Privacy	37

Appendix -3

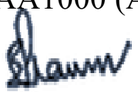
INDEPENDENT ASSURANCE STATEMENT

This CSR report has been independently verified by BMQR, a third-party assurance provider, in accordance with ISO 17029:2019. The assurance engagement covered a Type 2 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	**:** ISO 17029:2019 and GRI.
Type of Assurance	**:** Type 2
Web URL	**:** www.bmqrassurance.com

Authorized Representative (Assurer):

Name	**:** S. Elango
Designation	**:** Associate Certified Sustainability Assurance Practitioner
Certificate No	**:** AA1000 (ACSAP) C.N: A09122401
Signature	**:** 
Date	**:** 20th January, 2026