

# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (BRSR)

## SECTION A: GENERAL DISCLOSURES

### I. DETAILS OF THE LISTED ENTITY

<b>1. Corporate Identity Number (CIN) of the Listed Entity</b>	L34102DLI982PLC129877
<b>2. Name of the Listed Entity</b>	EICHER MOTORS LIMITED
<b>3. Year of incorporation</b>	October 14, 1982
<b>4. Registered office address</b>	Office Number 1111, 11 <sup>th</sup> Floor, Ashoka Estate, Plot no. 24, Barakhamba Road, New Delhi - 110001, India
<b>5. Corporate address</b>	#96, Sector 32, Gurugram - 122 001, Haryana, India
<b>6. E-mail</b>	investors@eichermotors.com
<b>7. Telephone</b>	011-41095173
<b>8. Website</b>	<a href="https://www.eicher.in/">https://www.eicher.in/</a>
<b>9. Financial year for which reporting is being done</b>	April 1, 2024 - March 31, 2025
<b>10. Name of the Stock Exchange(s) where shares are listed</b>	BSE Limited and National Stock Exchange of India Limited
<b>11. Paid-up Capital</b>	₹ 27.42 Crores
<b>12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report</b>	Atul Sharma; investors@eichermotors.com 011-41095173
<b>13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).</b>	Standalone basis
<b>14. Name of assessment or assurance provider</b>	DNV Business Assurance India Pvt. Ltd
<b>15. Type of assessment or assurance obtained</b>	Reasonable assurance on BRSR Core

### II. PRODUCT/SERVICES

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Automobile Company	Eicher specializes in the manufacturing and sales of motorcycles, accessories, and related products. The company manages a comprehensive range of operations, from production to retail, ensuring a strong market presence. Additionally, Eicher extends its expertise to the distribution of components and accessories, further solidifying its footprint in the sector.	100%

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

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Manufacture of motorcycles	3091	85.4%

### III. OPERATIONS

#### 18. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of Plants	Number of Offices	Total
National	4	3	7
International	7	7	14

**Plants:** The Company, in association with local partners, operates 7 Completely Knocked Down (CKD) assembly facilities that assemble Royal Enfield motorcycles for local markets in Argentina, Colombia, Thailand, Brazil, Bangladesh and Nepal.

**Offices:** EML has subsidiaries in North America, Brazil, Thailand, United Kingdom, Canada and Netherlands (including branch at Germany) and also a technology centre in Bruntingthorpe, United Kingdom.

The Company has 280 exclusive stores and over 856 multi-brand outlets (MBOs) across the UK, USA, Mexico, Colombia, Brazil, Argentina, France, Spain, Indonesia, Thailand, Philippines, Vietnam, Austria, Portugal, Australia, New Zealand and UAE.

#### 19. Markets served by the entity

##### a. Number of locations

Location	Number
National (No. of States)	All Over India
International (No. of Countries)	66

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

The contribution of exports as a percentage is 12.51% of the total turnover.

##### c. A brief on types of customers

Eicher Motors Limited (EML) caters to a diverse and dynamic customer base, spanning individual riders, commercial enterprises, and government agencies. Through its flagship brand, Royal Enfield, the company has established itself as a leader in the premium, retro-inspired motorcycle segment. With a versatile product portfolio and an unwavering commitment to quality, Eicher continues to attract a wide spectrum of customers, each with distinct needs and preferences.

##### Key Customer Segments:

- ♦ **Motorcycle Enthusiasts:** These riders are drawn to the brand's timeless design, vintage aesthetics, and the iconic thump of its engines. They value not just performance but also the heritage, exclusivity, and nostalgic appeal of Royal Enfield motorcycles.
- ♦ **Adventure Seekers:** Designed for thrill-seekers, the brand's adventure and off-road models come equipped with high ground clearance, rugged tyres, and robust chassis, making them ideal for exploring challenging terrains, long-distance touring, and off-road expeditions.
- ♦ **Daily Commuters:** With a focus on comfort, and agility, Royal Enfield motorcycles offer a practical and stylish commuting solution. Their ease of manoeuvrability and dependable performance make them a preferred choice for urban riders navigating daily traffic.
- ♦ **Retro & Classic Bike Lovers:** As the demand for retro-style motorcycles surges, Royal Enfield remains at the forefront of this trend. Customers who appreciate vintage craftsmanship and heritage-inspired designs are drawn to its line-up, which seamlessly blends old-world charm with modern engineering.
- ♦ **Global Riders:** Royal Enfield's appeal extends far beyond its home market, gaining a strong foothold in international markets such as the UK, US, Brazil and Australia. These customers are attracted to the brand's legacy, reliability, and its reputation for crafting motorcycles that deliver a unique riding experience.

By continuously evolving to meet the demands of these diverse customer segments, Eicher Motors Limited reinforces its position as a global leader in the premium motorcycle segment.

## IV. EMPLOYEES

### 20. Details as at the end of financial year:

#### a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No.(B)	%(B/A)	No.(C)	%(C/A)
<b>EMPLOYEES</b>						
1.	Permanent(D)	3,162	2,847	90%	315	10%
2.	Other than Permanent (E)	228	196	86%	32	14%
3.	Total employees (D+E)	3,390	3,043	90%	347	10%
<b>WORKERS</b>						
4.	Permanent(F)	2,016	1,941	96%	75	4%
5.	Other than Permanent (G)	13,889	10,862	78%	3,027	22%
6.	Total workers (F+G)	15,905	12,803	80%	3,102	20%

Note: The methodology applied by the Company for segregation of people employed between Employee and Worker category has undergone a change during FY 2024-25 and therefore the data relating to FY 2023-24 in this report may not match with the previous year BRSR report.

#### b. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No.(B)	%(B/A)	No.(C)	%(C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent(D)	1	1	100%	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D+E)	1	1	100%	-	-
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent(F)	-	-	-	-	-
5.	Other than Permanent (G)	-	-	-	-	-
6.	Total differently abled workers (F+G)	-	-	-	-	-

### 21. Participation/Inclusion/Representation of women:

	Total (A)	Number and percentage of Females	
		No.(B)	%(B/A)
		Board of Directors	8
Key Management Personnel	3	1	33.33%

### 22. Turnover rate for permanent employees and workers:

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	10.12%	11.75%	10.28%	11.37%	17.00%	11.83%	14.80%	23.71%	15.42%
Permanent Workers	0.77%	4.00%	0.89%	0.15%	0.00%	0.15%	0.55%	0.00%	0.53%

## V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

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

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Royal Enfield North America Ltd (RENA)	Subsidiary company	100%	No
2	Royal Enfield (Thailand) Ltd	Subsidiary company	100%*	No
3	Royal Enfield Brasil Comercio de Motocicletas Ltd	Subsidiary company	100%*	No

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
4	Royal Enfield Europe B.V.	Subsidiary company	100%	No
5	Royal Enfield UK Ltd	Subsidiary company	100%	No
6	VE Commercial Vehicles Ltd (VECV)	Subsidiary company	54.40%	No
7	Eicher Polaris Private Limited	Joint venture company	50%	No
8	Eicher Group Foundation	Subsidiary company	50%	Yes
9	Royal Enfield Canada Ltd.	Subsidiary company of RENA	100% subsidiary of RENA	No
10	VECV Lanka (Private) Ltd.	Subsidiary of VECV	100% subsidiary of VECV	No
11	VECV South Africa (PTY) Ltd.	Subsidiary of VECV	100% subsidiary of VECV	No
12	VE Electro-Mobility Limited	Subsidiary of VECV	100% subsidiary of VECV	No
13	VE Connected Solutions Private Limited	Subsidiary of VECV	51% Subsidiary of VECV	No
14	PT VECV Automotive Indonesia	Subsidiary of VECV	99.99% Subsidiary of VECV	No

\*In order to comply with the statutory requirement of minimum number of shareholders, (a) 2 shares in Royal Enfield (Thailand) Limited are held by two employees (1 share each) as nominees of the Company.; and (b) 1 share in Royal Enfield Brasil Comércio de Motocicletas Ltda is held by Eicher Goodearth Private Limited as nominee of the Company

## VI. CSR DETAILS

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) – Yes

(ii) Turnover (₹ in Crores) - 18,451.46

(iii) Net worth (₹ in Crores) - 18,499.84

## VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-25			FY 2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Investors (other than shareholders)	Yes Investors@eichermotors.com	-	-	NA	-	-	NA
Shareholders*	Yes Investors@eichermotors.com	219	-	The pending complaints from previous FY 2023-24 were resolved during the period under review.	255	2	The two unresolved complaints were also replied/ resolved in April 2024
Customers	Yes, <a href="https://www.royalfield.com/in/en/support/contact-us/">https://www.royalfield.com/in/en/support/contact-us/</a>	1,21,261	7	Pending compliants will be resolved in FY 2025-26	91,994	5	NA
Employees and workers	Yes, <a href="https://eicher.in/content/dam/eicher-motors/investor/corporate-governance/codes-and-policies/EML_Whistle_Blower_Policy_14.05.2025.pdf">https://eicher.in/content/dam/eicher-motors/investor/corporate-governance/codes-and-policies/EML_Whistle_Blower_Policy_14.05.2025.pdf</a>	4	-	NA	4	4	All the pending complaints were duly resolved and closed during FY 2024-25.

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-25			FY 2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, There is no separate policy, however, the Company has a whistle blower policy which allows anyone to raise grievance and a plant wise grievance redressal mechanism, allowing community members to register concerns.	-	-	NA	-	-	NA
Value Chain Partners	Yes, <a href="https://eicher.in/content/dam/eicher-motors/investor/corporate-governance/codes-and-policies/EML%20Supplier%20Code%20of%20Conduct.pdf">https://eicher.in/content/dam/eicher-motors/investor/corporate-governance/codes-and-policies/EML%20Supplier%20Code%20of%20Conduct.pdf</a>	-	-	NA	-	-	NA
Other (please specify)				Not Applicable			

\*other than large investors

**26. Overview of the entity’s material responsible business conduct issues. Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format:**

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	<b>Product Footprint</b>	Opportunity	We see this as an opportunity to explore initiatives that reduce the environmental footprint of our bikes across their entire lifecycle. By doing so, we aim to establish ourselves as a sustainability-focused brand, resonate with environmentally conscious customers, and enhance our competitiveness on a global scale.	NA	Positive
2.	<b>Energy and GHG Emissions</b>	Risk	We have identified this as a potential risk due to plausibility of our technology becoming obsolete and ineptitude to pace with changing consumer preferences	EML is committed to turning risks into opportunities by implementing initiatives focused on energy efficiency and emissions reduction. These efforts strengthen our position as a leader in environmental stewardship while creating value for communities, stakeholders, and contributing to broader economic and sustainable progress.	Negative

<b>S. No.</b>	<b>Material issue identified</b>	<b>Indicate whether risk or opportunity (R/O)</b>	<b>Rationale for identifying the risk / opportunity</b>	<b>In case of risk, approach to adapt or mitigate</b>	<b>Financial implications of the risk or opportunity (Indicate positive or negative implications)</b>
3.	<b>Human Rights</b>	Risk	We acknowledge that any lapse in adhering to human rights standards poses a significant risk, potentially impacting our reputation and workforce stability. Given the labour-intensive nature of our operations, upholding human rights is a fundamental priority, and we remain committed to ensuring full compliance at every level.	The Company upholds and respects fundamental human rights principles, including fair remuneration, freedom of association, and the prohibition of child and forced labor. We maintain a proactive approach to monitoring complaints to ensure the prevention of any potential infringements upon these rights. Furthermore, we are committed to supporting collective bargaining as a means to understand the perspectives of our workforce and integrate their input into our decision-making processes.	Negative
4.	<b>Corporate Governance</b>	Opportunity	We recognize the intrinsic value of adhering to the best corporate governance practices. Our Corporate governance commitment fosters the increased stakeholders confidence, enhanced market reputation, fraud mitigation, risk management, reinforces accountability and transparency throughout the organisation.	NA	Positive
5.	<b>Business Ethics</b>	Risk	We recognise the severity of the risk posed by any potential violations of business ethics, such as corruption and anti-competitive practices, which could potentially cause reputational harm and incur financial penalties.	EML prioritizes business integrity as a key driver of its business and sustainability goals. To mitigate associated risks, We have implemented the following measures: <ol style="list-style-type: none"> <li>1. A comprehensive Code of Conduct policy</li> <li>2. Continuous monitoring of violations and resolution through a vigil mechanism.</li> </ol>	Negative
6.	<b>Resource Efficiency and Circularity</b>	Opportunity	We see an opportunity to optimize resource use in our manufacturing processes by maximizing reuse and recycling wherever possible. This approach will help us reduce waste, lower costs, and positively impact the environment, while also enhancing our reputation.	NA	Positive
7.	<b>Sustainable Value Creation</b>	Risk	We recognize the risk that an unsustainable value chain poses, including potential production disruptions, compliance challenges, financial losses, and impacts on our overall profitability.	EML manages raw material shortages by maintaining a steady supply through alternate vendors and effective inventory management. Rising input costs are mitigated via cost reduction efforts, accelerated value engineering, and strategic pricing adjustments.	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8.	<b>Diversity, Inclusion and Equity</b>	Opportunity	We recognize the opportunity to build a diverse workplace that fosters growth and innovation within our organization.	NA	Positive
9.	<b>Employee Wellbeing</b>	Opportunity	We aim to position ourselves as a top preferred employer and foster an outstanding work environment, enhancing productivity, minimizing employee turnover, cutting recruitment expenses, and preparing a workforce ready for the future	NA	Positive
10	<b>Water Management</b>	Risk	We recognize the risk associated with high water consumption in our production processes, including potential environmental impacts from wastewater discharge, increasing water scarcity concerns, and the possibility of non-compliance with regulatory requirements.	To address this risk, EML practices responsible water stewardship by implementing initiatives that optimize resource use. Key measures include: <ol style="list-style-type: none"> <li>1. Rainwater harvesting</li> <li>2. Sewage treatment plants</li> </ol> As a result of these efforts, EML has become 5x water positive over the past five years.	Negative
11	<b>Economic Performance</b>	Opportunity	We see this as an opportunity to integrate the 3P framework (People, Planet, and Profit) into our business model, allowing us to enter new markets and enhance our competitive edge.	NA	Positive
12	<b>Community Engagement &amp; Road Safety</b>	Opportunity	We see this as an opportunity to actively engage with communities and support their development. By implementing measures to reduce road traffic injuries and fatalities, we also strengthen our reputation as a responsible and caring organization.	NA	Positive
13	<b>Waste Management</b>	Risk	We recognize the risk posed by improper waste disposal, which can lead to environmental harm, regulatory penalties, higher operational costs, and reputational damage. Efficient waste management is essential to ensure compliance and control expenses.	To mitigate this risk, EML adheres to all relevant waste management regulations and employs sustainable practices such as co-processing in cement kilns, use of biogas plants, and vermicomposting. Wastewater is treated through sewage and effluent treatment plants and reused for irrigation and process replenishment. We have also significantly reduced the use of paper and plastic.	Negative
14	<b>Opportunities in Clean Tech</b>	Opportunity	We see this as an opportunity to broaden our horizons by adopting innovative technologies that help us reduce pollution and actively combat climate change.	NA	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
15	<b>Talent Attraction and Retention</b>	Opportunity	We view this as an opportunity to build a positive work environment that promotes talent retention ensuring seamless business operations. By fostering continuous learning and growth, we aim to enhance productivity and lower employee turnover over time.	NA	Positive
16	<b>Regulatory Compliance</b>	Risk	We recognize the risk that failing to comply with regulatory requirements may result in fines, penalties, and harm to our reputation.	To manage this risk, EML enforces strict policies and procedures to ensure full regulatory compliance. We have also established processes to ensure compliance with upcoming national and global regulations. We have adopted good corporate governance practices to adhere to the compliances in spirit.	Negative

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9	
<b>Policy and management processes</b>										
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	yes
b. Has the policy been approved by the Board? ( Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available.	<a href="https://eicher.in/investors-overview/corporate-governance/codes-and-policies">https://eicher.in/investors-overview/corporate-governance/codes-and-policies</a>									
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	yes
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	We comply with all applicable laws and standards related to the above principles and has obtained the following certifications: <ul style="list-style-type: none"> <li>◆ ISO 9001:2015</li> <li>◆ ISO 14001:2015</li> <li>◆ ISO 45001:2018</li> <li>◆ ISO 50001:2018</li> </ul>									
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Details are available in the ESG section of this report on page 166.									
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Details presented in the ESG section of this report on page 166.									
<b>Governance, leadership and oversight</b>										
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	Please refer the "Letter to the shareholders" section and the "ESG" section of the Annual Report on page 166									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Company has a specific ESG Council that supervises our Business Responsibility policies and advancement toward ESG goals. The ESG Council reports to the Risk Management Committee of the Company.									
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	The ESG Council of the Company has been entrusted with the responsibility of sustainability related activities, setting ESG goals, ESG focus area and ESG vision of the Company. The ESG Council reports to the Risk Management Committee of the Company.									

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

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

**11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No) If yes provide name of the agency.**

Yes, An external assessment was conducted by DNV for certification under ISO 9001:2015, ISO 14001:2015, ISO 45001:2018 and ISO 50001:2018 standards.

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

Not Applicable

**SECTION C: PRINCIPAL WISE PERFORMANCE DISCLOSURE**

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

**ESSENTIAL INDICATORS**

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	3	<ul style="list-style-type: none"> <li>- Code of conduct for Board and Senior Management</li> <li>- Related Party Transactions</li> <li>- Insider Trading Regulations</li> <li>- Familiarisation Programs for Directors including site visits</li> <li>- SEBI Regulations and amendments</li> <li>- Cyber Security</li> </ul>	100%
Key Managerial Personnel	3	<ul style="list-style-type: none"> <li>- Code of conduct for Board and Senior Management</li> <li>- Related Party Transactions</li> <li>- Insider Trading Regulations</li> <li>- Prevention of Sexual Harassment</li> <li>- SEBI Regulations, corporate laws and amendments thereto</li> <li>- Cyber Security</li> </ul>	100%
Employees other than BoD and KMPs	290	<ul style="list-style-type: none"> <li>- Code of Conduct</li> <li>- Prevention of Sexual Harassment</li> <li>- Insider Trading Regulations</li> <li>- New Employee Induction</li> </ul>	98%

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Workers	158	- Functional/Technical - Behavioural - Safety (EHS, ERT, First Aid, Safety Bytes) - Mandatory sessions on Prevention of Sexual Harassment (POSH)	81%

EML is dedicated to conducting business in a way that upholds the greatest standards of morality and professionalism. The business developed a “Code of Conduct ” (CoC) that applies to the entire organisation and is based on the fundamental principles of ethics, accountability and transparency. It talks about topics including bribery, corruption, adhering to the Company’s standards of corporate behaviour, and ensures that regulatory obligations are met. For Board and KMP’s, awareness programs are usually part of the Board proceedings.

Globally, all workers are required to abide by the code of conduct (CoC) and become familiar with it during the induction process. The organisation makes an endeavour that all the Employees periodically undergo training on topics including safety, codes of conduct, and human rights (such as POSH). All these result in lowering the number of undesirable instances in the organisation.

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

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

Non-Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment			Nil	
Punishment				

Note: Materiality threshold as specified in Regulation 30 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 has been applied for the purpose of this disclosure.

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
	No such instances

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

Eicher's Code of Conduct outlines the Company's stance against corruption and bribery, requiring full compliance with all applicable laws and regulations related to ethical business practices. It prohibits any form of improper payment and reinforces the Company's commitment to identifying, preventing, and addressing unethical conduct. This policy applies to all employees, contract workers, and suppliers associated with the organisation.

Relevant links:

<https://eicher.in/content/dam/eicher-motors/investor/corporate-governance/codes-and-policies/eml-code-of-conduct.pdf>

<https://eicher.in/content/dam/eicher-motors/investor/corporate-governance/codes-and-policies/EML%20Supplier%20Code%20of%20Conduct.pdf>

<https://eicher.in/content/dam/eicher-motors/investor/corporate-governance/codes-and-policies/Eicher-Code-of-Conduct-Directors-and-Senior-Management.pdf>

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

	FY 2024-25	FY 2023-24
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil

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

Not Applicable. There were no instances of fines/penalties/action taken by regulators/law enforcement agencies/judicial institutions on cases of corruption and conflict of interest during the reporting year.

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

	FY 2024-25	FY 2023-24
Number of days of accounts payables	73	43*

Note: Denominator does not include contract manpower services purchased.

\* Revised, to align with latest standards / guidelines.

## 9. Open-ness of business

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

Parameter	Metrics	FY 2024-25	FY 2023-24
<b>Concentration of Purchases</b>	a. Purchases from trading houses as % of total purchases	NA	NA
	b. Number of trading houses where purchases are made from	NA	NA
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA
<b>Concentration of Sales</b>	a. Sales to dealers/ distributors as % of total sales	99.99%	99.99%
	b. Number of dealers distributors to whom sales are made	1,460	1,357
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors	7.43%	6.30%
<b>Share of RPTs in</b>	a. Purchases (Purchases with related parties/ Total Purchases)	2.84%	2.80%
	b. Sales (Sales to related parties/ Total Sales)	4.01%	2.80%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	69.85%	69.78%
	d. Investments (Investments in related parties/ Total Investments made)	3.14%	3.17%

## LEADERSHIP INDICATORS

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

Yes, the Code of Conduct for Directors and Senior Management requires all senior management personnel to disclose any potential conflicts of interest and comply with applicable laws. Board members are also obligated to submit disclosures of interest under Section 184 of the Companies Act, 2013, at the time of their appointment, annually thereafter, and promptly upon any changes. The Company maintains a comprehensive list of related parties in accordance with the Companies Act, 2013 and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, to effectively monitor conflicts of interest and ensure compliance with related party transaction norms. All such transactions are undertaken only after obtaining the necessary approvals from the Board, Audit Committee, or shareholders, as required.

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

## ESSENTIAL INDICATORS

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

	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R&D	16.02%	9.30%	Eicher is undertaking several projects to improve its environmental and social impacts. These include: <ol style="list-style-type: none"> <li>Continuous refinement of engines and undertaking other efforts like exploring alternative fuels, continues our focus on improving fuel efficiency</li> <li>R&amp;D activities to make the motorcycle more fuel-efficient, sustainable and environmentally compliant adhering to global emission standards</li> <li>Engine oil developed with SN grade for Flex fuel Variant</li> <li>UV resistance additive added for Plastic material for enhanced life</li> <li>Flex fuel emission testing capability upgraded. With this new upgraded test lab, we can measure emissions of E0 to E100 fuel</li> </ol>
Capex	29.71%	14.22%	

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

EML has been working to enhance the degree of sustainability associated with its sourcing practices through ESG & Safety Audits across supply chain. As part of the sustainable sourcing strategy, the Company has been Prioritising proximity procurement, 76.71% of the total direct materials in FY 2024-25 were sourced from suppliers within 500 km range (65% <50 Km), ensuring sustained supplies with 91% of Parts with Returnable Green Packaging.

Also as part of our supplier ESG Assessment it is noted and evident that 64.48% of suppliers by purchase value are using renewable energy, 70.64% of suppliers by purchase value are certified with ISO 14001 Environment Management system and 63.32% of suppliers by purchase value are certified with ISO 45001 Occupational health and safety Management system underlying our commitment towards sustainable sourcing.

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

Approximately 71% of direct raw materials and 73% of indirect materials—such as consumables, spares, and tools—are sustainably procured from local suppliers and vendors, predominantly based in and around Chennai, near our operational sites.

**3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for**

- (a) Plastics (including packaging)**
- (b) E-waste**
- (c) Hazardous waste and**
- (d) other waste.**

The Company is actively advancing circular economy practices by adopting the 3R principle—Reduce, Reuse, and Recycle—to promote efficient resource utilization and minimize environmental impact.

- ◆ Efforts are underway to achieve zero waste to landfill, with initiatives such as paperless bidding processes aimed at reducing the Company’s ecological footprint.
- ◆ Hazardous waste is either treated in-house or handed over to authorized vendors in compliance with regulatory guidelines, while non-hazardous waste is systematically segregated and sold to licensed dealers.
- ◆ Additionally, sewage treatment plant (STP) sludge is converted into vermicompost for use in landscaping activities. The Company also maintains detailed records of waste generation to enhance waste management and reporting efficiency.

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

Yes, EPR is applicable to EML and its waste management plans for plastic, waste oil and battery are in line with EPR norms.

**LEADERSHIP INDICATORS**

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

Indicate input material	Recycled or re-used input material to total material*	
	FY 2024-25	FY 2023-24
Recycled steel	11.53%	11.44%
Recycled aluminium	73.73%	72.61%

\* EML initiated ESG audits for suppliers in FY 2023-24. By FY 2024-25, suppliers amounting to approximately 83% of purchase value have been assessed.

FY 2024-25 figures are based on confirmations from the suppliers on % share of recycled in respective material supplied. Accordingly the figures for FY 2023-24 are restated.

**PRINCIPLE 3:**

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

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent employees</b>											
Male	2,847	2,847	100	2,847	100	-	-	2,847	100	-	-
Female	315	315	100	315	100	315	100	-	-	315	100
<b>Total</b>	<b>3,162</b>	<b>3,162</b>	<b>100%</b>	<b>3,162</b>	<b>100</b>	<b>315</b>	<b>10</b>	<b>2,847</b>	<b>90</b>	<b>315</b>	<b>10</b>
<b>Other than Permanent employees</b>											
Male	196	196	100	196	100	-	-	196	100	-	-
Female	32	32	100	32	100	32	100	-	-	32	100
<b>Total</b>	<b>228</b>	<b>228</b>	<b>100</b>	<b>228</b>	<b>100</b>	<b>32</b>	<b>14</b>	<b>196</b>	<b>86</b>	<b>32</b>	<b>14</b>

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent workers</b>											
Male	1,941	1,941	100	1,941	100	-	-	1,941	100	-	-
Female	75	75	100	75	100	75	100	-	-	75	100
<b>Total</b>	<b>2,016</b>	<b>2,016</b>	<b>100</b>	<b>2,016</b>	<b>100</b>	<b>75</b>	<b>4</b>	<b>1,941</b>	<b>96</b>	<b>75</b>	<b>4</b>
<b>Other than Permanent workers</b>											
Male	10,862										
Female	3,027										
<b>Total</b>	<b>13,889</b>										

Covered by Vendors

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

	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the company	0.45%	0.45%

**2. Details of retirement benefits, for current and previous financial years\***

Benefits	FY 2024-25			FY 2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	100%	100%	Y	100%	100%	Y
Others – please specify	-	-	-	-	-	-

\* All eligible employees and workers are covered as per act

**3. Accessibility of workplaces**

**Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.**

EML’s premises are thoughtfully designed to be accessible to individuals with disabilities, in accordance with the Rights of Persons with Disabilities Act, 2016. The Company is committed to upholding human rights and fostering an inclusive, safe workplace environment.

To support this, infrastructure features include specially designed washrooms, ramps for improved mobility, and clearly placed signboards to aid individuals with hearing impairments. Additionally, wheelchair facilities are available at occupational health centres across all major sites.

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

Yes, EML is dedicated to promoting equal opportunities and upholding equal rights. The Company enforces a strict anti-discrimination policy and takes an inclusive approach to employment, thoughtfully considering the nature of disabilities across both plant and office locations.

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

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

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

Yes/No (If Yes, then give details of the mechanism in brief)	
Permanent Workers	EML gives utmost importance to addressing needs and grievances of all its stakeholders. It has adopted various codes and policies to address and receive any form of complaints. The Company has a policy on human rights, code of conduct, POSH, vigil mechanism and whistle blower policy to put in line a steady mechanism and be able to address the issues under a stipulated amount of time. The company has in place a self learning POSH module having sessions on POSH which are mandatory to be undertaken by each employee.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2024-25			FY 2023-24		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
<b>Total Permanent Employees</b>						
Male	2,847	-	-	2,833	-	-
Female	315	-	-	253	-	-
<b>Total Permanent Workers</b>						
Male	1,941	-	-	1,956	-	-
Female	75	-	-	78	-	-

\* Only considered external unions/associations for reporting membership of employees in this section.

**8. Details of training given to employees and workers:**

Category	FY 2024-25					FY 2023-24				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
Male	3,043	3,043	100	2,684	88	2,833	2,833	100	2,486	88
Female	347	347	100	294	85	253	253	100	189	75
<b>Total</b>	<b>3,390</b>	<b>3,390</b>	<b>100</b>	<b>2,978</b>	<b>88</b>	<b>3,086</b>	<b>3,086</b>	<b>100</b>	<b>2,675</b>	<b>87</b>
<b>Workers</b>										
Male	1,941	1,928	99	1,020	53	1,956	1,883	96	1,826	93
Female	75	73	97	73	97	78	78	100	78	100
<b>Total</b>	<b>2,016</b>	<b>2,001</b>	<b>99</b>	<b>1,093</b>	<b>54</b>	<b>2,034</b>	<b>1,961</b>	<b>96</b>	<b>1,904</b>	<b>94</b>

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	2,847	2,750	97	2,833	2,486	88
Female	315	287	91	253	189	75
<b>Total</b>	<b>3,162</b>	<b>3,037</b>	<b>96</b>	<b>3,086</b>	<b>2,675</b>	<b>87</b>
<b>Workers</b>						
Male	1,941	452	23	1,956	451	23
Female	75	11	15	78	9	12
<b>Total</b>	<b>2,016</b>	<b>463</b>	<b>23</b>	<b>2,034</b>	<b>460</b>	<b>23</b>

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

As part of the integrated management system, EML has implemented ISO 45001-certified safety management systems across its four manufacturing facilities, spare parts warehouse, and corporate headquarters. This comprehensive framework covers all employees and workers, ensuring adherence to occupational health and safety standards.

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

EML places the highest priority on the health and safety of its employees. An Occupational Health and Safety Management System is in place to proactively identify and address work-related hazards and risks on a regular basis. Aligned with ISO 45001 standards, the system ensures safe working conditions across all of EML's manufacturing facilities, covering every employee and worker within its premises.

Additionally, EML has implemented an Integrated Management System (IMS) that utilizes effective tools such as Hazard Identification and Risk Assessment (HIRA) for robust safety management. A central Safety Committee conducts quarterly reviews of safety standards and implements necessary improvements to maintain a safe and secure work environment.

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

Yes, the Company has established procedures that allow workers to report work-related hazards and withdraw from situations that pose a risk to their health or safety.

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

Yes, EML places a strong emphasis on employee healthcare, and the benefits offered are thoughtfully designed to support the well-being of employees and their families. The Company provides the following health-related benefits to all full-time employees:

1. Life insurance
2. Health care coverage
3. Disability support
4. Annual health check-ups and wellness camps

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

Safety Incident/Number	Category*	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	0.03
	Workers	-	-
Total recordable work-related injuries	Employees	-	1
	Workers	-	-
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

\*Including in the contract workforce

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

EML is firmly committed to safeguarding health and safety across its operations, with a goal of achieving ‘Zero Harm’ to its employees, the environment, and the communities in which it operates. The Company believes that all injuries and illnesses are preventable.

Occupational health and safety considerations are integral and non-negotiable elements in all business decisions and daily operations. To support this commitment, EML has implemented ISO 45001-certified safety management systems across its four manufacturing facilities, spare parts warehouse, and corporate headquarters. All employees and workers are covered under this system. Additionally, EML employs Hazard Identification and Risk Assessment (HIRA) tools to ensure effective and proactive safety management. Aside, safety training to the employees and workers through mock drills are conducted & exclusive emergency response teams are prepared for any emergency situation.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	-	-	NA	-	-	NA
Health & Safety	-	-	NA	-	-	NA

**14. Assessment for the year:**

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

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

No corrective actions were required since there were no safety-related incidents. However, periodic reviews are done.

## LEADERSHIP INDICATORS

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

Yes, the organisation ensures that its employees and workers and their families are taken care of in case of any unfortunate situation. Some of the initiatives already in place are:

- EMPLOYEES:** All categories of employees are provided with Group Medical Insurance and Group Voluntary Term Life Insurance.
- WORKERS:** All the permanent workers working under EML are provided with life insurance and accident insurance benefits. Non permanent workers will be provided based on policies of the vendor

### 2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

The company's General purchase agreement clearly defines statutory dues and statutory compliance adherence expected from our value chain partners. The company also has a defined Supplier code of conduct where all our value chain partner groups have to abide by it. Aside, we also conduct routine compliance measures through supplier audits for select suppliers to confirm that statutory dues are being appropriately deducted and remitted.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	-	-	-	-
Workers	-	-	-	-

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

Yes, EML does provide transition assistance to its employees to facilitate continued employability and the management of career endings resulting from retirement or termination of employment. In case of termination, employees are provided with severance packages on a case-by-case basis.

### 5. Details on assessment of value chain partners:

The Company conducts an ESG audit of suppliers, which covers employee health and safety along with other environmental, social, and governance aspects. The audit also covers various social aspects such as child labour, human rights, Sexual harassment, etc.

The Company initiated ESG audits in FY 2023-24. A cumulative 83.30% of suppliers by purchase value have been assessed until March 31, 2025, of which 41.95% of suppliers were assessed in FY 2024-25.

	% of value chain partners (by value of business done with such partners) that were assessed*
Health and safety practices	21.21%
Working Conditions	41.95%

\* The % reported is for the % of the suppliers assessed during the reporting year 2024-25.

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

There were no significant risks / concerns noticed during onsite supplier assessments with regards to occupational health, safety and working conditions. However, for the supplier audits where minor concerns were observed related to safety at the supplier location, the suppliers were asked to submit corrective action plans. The supplier performance against these action plans was monitored through re-audits to ensure implementation of safety and good working condition practices.

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

**ESSENTIAL INDICATORS**

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

Stakeholders are individuals or groups who can influence or be impacted by an organization’s activities. We acknowledge that our operations are affected, directly or indirectly, by various stakeholders such as customers, employees, investors, regulators, business partners, and peers. It is therefore essential to understand and address their needs and concerns transparently and ethically to foster lasting relationships. By prioritizing stakeholder engagement, the Company ensures alignment with stakeholder expectations, which helps reduce risks and enhances its reputation in the marketplace.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	<ul style="list-style-type: none"> <li>Awareness training</li> <li>Performance appraisals</li> <li>Annual employee satisfaction survey</li> <li>Grievance redressal mechanism</li> </ul>	Continuous	<ul style="list-style-type: none"> <li>Occupational health and safety Rewards and recognition</li> <li>Personal development and growth</li> <li>Empowering work environment</li> </ul>
Consumers and dealers	No	<ul style="list-style-type: none"> <li>Customer satisfaction survey</li> <li>Market surveys</li> <li>Market communications</li> <li>Dealer meets</li> <li>Rides and events</li> <li>Pulse surveys</li> </ul>	Continuous	<ul style="list-style-type: none"> <li>Sales and marketing plan</li> <li>Product quality</li> <li>Incentives</li> <li>Enhancing customer experience</li> </ul>
Suppliers	No	<ul style="list-style-type: none"> <li>Supplier meets</li> <li>Training and awareness programmes</li> <li>Pre-onboarding Supplier assessments</li> </ul>	Continuous	<ul style="list-style-type: none"> <li>Planning and execution of work orders</li> <li>Innovation and product development</li> <li>Sourcing plans</li> <li>Co-creation of new technologies</li> </ul>
Investors/ Shareholders	No	<ul style="list-style-type: none"> <li>Press releases and publications</li> <li>Investor meets</li> <li>Annual General Meeting</li> <li>One-on-one meeting</li> <li>Emails</li> </ul>	Continuous	<ul style="list-style-type: none"> <li>ESG and financial performance</li> <li>Future approach and projects</li> <li>Delay in approval of request for transmission/ duplicate and delay in responses from IEPF authority.</li> </ul>
Bankers	No	<ul style="list-style-type: none"> <li>One-on-one meeting</li> <li>Press releases</li> <li>Emails and telephone calls</li> </ul>	Continuous	<ul style="list-style-type: none"> <li>Business expansion and diversification</li> <li>Manufacturing efficiency</li> <li>Risk management</li> <li>Financial performance</li> </ul>
Governments & Regulatory Auth	No	<ul style="list-style-type: none"> <li>Mandatory compliance reports</li> <li>Onsite inspections</li> <li>One-on-one meeting</li> </ul>	Continuous	Statutory compliance, including environmental and social compliance

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Local Communities	No	<ul style="list-style-type: none"> <li>♦ Community outreach programmes</li> <li>♦ Press releases and publications</li> </ul>	Continuous	<ul style="list-style-type: none"> <li>♦ Education</li> <li>♦ Skill training</li> <li>♦ Healthcare access</li> <li>♦ Community development</li> </ul>
Peers and Industry	No	<ul style="list-style-type: none"> <li>♦ Industry associations</li> <li>♦ External conferences</li> <li>♦ Press releases</li> </ul>	Continuous	<ul style="list-style-type: none"> <li>♦ Response to new regulations</li> <li>♦ Compliance including environmental and social compliances</li> <li>♦ Innovation and product development</li> </ul>

## LEADERSHIP INDICATORS

### 1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

During the last year, the organisation undertook a comprehensive materiality assessment to identify key topics that significantly influence its environmental, social, and economic performance. This process involved engaging both internal and external stakeholders to ensure that the identified material issues are aligned with the organisation's strategic priorities and goals. These topics were then prioritised based on their relevance and impact.

The outcomes of the assessment serve as a foundation for shaping the organisation's sustainability strategy and informing its performance reporting. To maintain relevance and responsiveness, the materiality assessment is planned to review and update on a regular basis, taking into account stakeholder feedback and evolving market, regulatory, and environmental trends.

### 2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

At EML, we recognize that stakeholder consultations are essential for aligning our ESG strategies and objectives. Through active engagement, we aim to incorporate stakeholder perspectives on key material topics, enabling us to effectively manage the associated risks and opportunities.

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

Company's Social Mission is focussed on the Indian Himalayan region (IHR), an ecologically and culturally important landscape. The social mission is catalysing an ecosystem of collective action to meet its long-term vision of partnering 100 Himalayan communities by 2030, towards building climate resilience and related areas of concern. The social mission is directly impacting > 1.5 Lakhs people in states across the IHR, with >80% of these being from vulnerable and marginalised groups. This includes engagement with >70 communities and presence in 13 aspirational districts.

The main Social Mission projects include 'The Himalayan Knot' - a textile conservation project, bringing together pastoral communities, artisans and designers for wider market access; 'The Himalayan Hub' - a collective learning center for Climate Resilience; a network of community-run 'Green Pit Stops', embodying responsible travel; 'The Great Himalayan Exploration' in partnership with UNESCO to document Intangible Cultural Heritage (ICH); the Royal Enfield 'Ice Hockey League' promoting rural sports and winter tourism; conserving biodiversity and wildlife through the Keystone Species project; and 'Helmets for India' - a road safety initiative.

In addition to the Social Mission, Company also works with local communities near its manufacturing plants in Tamil Nadu, focusing on areas such as water conservation, education, livelihood, sanitation, healthcare etc. Two multi-decade partnerships with Bodh Shiksha Samiti in Rajasthan and Dr. Shroff Charity Eye Hospital in Delhi continue to be supported as legacy projects. The Company remains committed to continuously identifying community needs and addressing key concerns through targeted efforts.

**PRINCIPLE 5: Businesses should respect and promote human rights****ESSENTIAL INDICATORS****1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:**

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	3,162	3,100	98	2,833	2,778	98
Other than permanent	228	223	98	253	243	98
Total Employees	3,390	3,323	98	3,086	3,026	98
<b>Workers</b>						
Permanent	2,016	937	46	2,034	1,912	94
Other than permanent	13,889	9,500	68	11,305	10,954	97
Total Workers	15,905	10,437	66	13,339	12,886	96

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

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
<b>Permanent</b>										
Male	2,847	-	-	2,847	100	2,833	-	-	2,833	100
Female	315	-	-	315	100	253	-	-	253	100
<b>Other than Permanent</b>										
Male	196	-	-	196	100	194	-	-	194	100
Female	32	-	-	32	100	21	-	-	21	100
<b>Workers</b>										
<b>Permanent</b>										
Male	1,941	-	-	1,941	100	1,952	-	-	1,952	100
Female	75	-	-	75	100	78	-	-	78	100
<b>Other than Permanent</b>										
Male	10,862	-	-	10,862	100	9,867	-	-	9,867	100
Female	3,027	-	-	3,027	100	1,442	-	-	1,442	100

**3. Details of remuneration/ salary/ wages, in the following format:****a. Median remuneration/wages\*:**

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category ₹ in Lakhs	Number	Median remuneration/ salary/ wages of respective category ₹ in Lakhs
Board of Directors (BOD)#	6	28	2	28
Key Managerial Personnel@	2	1,007	1	384
Employees other than BoD and KMP	3,257	14	354	10
Workers	1,953	8	79	8

\* This is based on the median remuneration reported in the Director's report.

#The remuneration of two directors who joined the organisation in February, 2025 have not been included in the calculation. The head count & remuneration also includes one male and one female director who left during the financial year 2024-25.

@ The managing director has been included as a Key Managerial Personnel

**b. Gross wages paid to females as % of total wages paid by the entity, in the following format:**

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	6.46%	6.33%

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

Yes. The Internal Complaints Committee and Human Resources department, is responsible for addressing any human rights concerns or issues arising from the Company's operations.

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

EML maintains a zero-tolerance approach toward human rights violations and is committed to upholding internationally recognized human rights standards. The Company expects the same level of commitment from its stakeholders and business partners. Its practices are aligned with key global frameworks, including the UN Guiding Principles on Business and Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

To effectively address human rights concerns, EML has implemented clear policies such as a Human Rights Policy, Whistleblower Policy, and the establishment of a POSH Committee. These mechanisms ensure that any issues are addressed appropriately and allow individuals to report concerns without fear of retaliation. Additionally, EML conducts regular audits at its facilities to ensure compliance with social and human rights standards

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	4	-	NA	4	4	All the pending complaints were duly resolved and closed in FY 2024-25
Discrimination at workplace	-	-	NA	-	-	NA
Child Labour	-	-	NA	-	-	NA
Forced Labour/Involuntary Labour	-	-	NA	-	-	NA
Wages	-	-	NA	-	-	NA
Other human rights related issues	-	-	NA	-	-	NA

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

	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	4	4
Complaints on POSH as a % of female employees / workers	0.15	0.23
Complaints on POSH upheld	4	4

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

We are committed to fostering a respectful and dignified environment for all. Our Prevention of Sexual Harassment (POSH) policy outlines clear guidelines to prevent misconduct, including discrimination and harassment. The POSH Committee has established a structured mechanism to address and resolve any complaints or concerns raised.

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

Yes, all our agreements and contracts are aligned with statutory and regulatory requirements, incorporating provisions related to human rights and safe working conditions. We enforce a Supplier Code of Conduct across our supply chain, mandating that all suppliers comply with applicable human rights laws and regulations and adhere to the Code. The Company also upholds the principles of the United Nations Global Compact (UNGC), which include strong commitments to human rights.

**10. Assessment for the year:**

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

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

No significant risks or concerns were identified as a result of the human rights assessments.

**LEADERSHIP INDICATORS**

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

No process modifications have been required, as no complaints or grievances related to human rights were identified. However the Company continuously reviews its processes and make changes wherever required.

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

EML is dedicated to respecting and protecting the human rights of all its stakeholders, operating in full compliance with applicable labour laws and regulations. The Company has implemented several policies and internal committees—such as the Human Rights Policy and the POSH Committee—to oversee human rights due diligence. These committees evaluate relevant concerns and recommend corrective actions when necessary. Regular internal audits are also conducted to ensure compliance with established standards and protocols.

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

Yes. All our campuses feature accessible workspaces, with necessary infrastructure such as ramps, sidewalks, and elevators installed in both corporate offices and plants to support differently-abled employees and visitors in compliance with the Disabilities Act, 2016. Appropriate signboards are strategically placed throughout the premises to assist employees and workers with hearing impairments. Additionally, wheelchairs are available at Occupational Health Centres across all major facilities.

**4. Details on assessment of value chain partners:**

The Company conducts ESG audit of suppliers which covers employee health and safety along with other environmental, social and governance aspects. The audit also covers various social aspects such as child labor, human rights, Sexual harrasment etc under the Human Rights & Labor Practices Section.

The Company initiated ESG audits in FY 2023-24. 83.30% suppliers by purchase value have been assessed until March 31, 2025 of which 41.95% suppliers were assessed in FY 2024-25.

	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	41.95%
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others-please specify	Nil

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

There were no significant risks / concerns noticed during onsite supplier assessments with regards to Human Rights & Labor Practices. However, for the supplier audits where minor concerns were observed related to working conditions or missing social parameters trainings, appropriate feedback is provided and supplier performance against agreed action plans is monitored through re-audits to ensure implementation.

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

**ESSENTIAL INDICATORS**

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

Parameter	Unit	FY 2024-25	FY 2023-24
<b>From renewable sources</b>			
Total electricity consumption (A)	GJ	<b>3,10,163</b>	1,23,858
Total fuel consumption (B)	GJ	-	-
Energy consumption through other sources (C)		-	-
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>GJ</b>	<b>3,10,163</b>	<b>1,23,858</b>
<b>From non-renewable sources</b>			
Total electricity consumption (D)	GJ	<b>59,775</b>	2,21,257
Total fuel consumption (E)	GJ	<b>2,58,445</b>	2,21,257
Energy consumption through other sources (F)	GJ	-	-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>GJ</b>	<b>3,18,219</b>	<b>4,38,007</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>GJ</b>	<b>6,28,382</b>	<b>5,61,865</b>
<b>Energy intensity per rupee of turnover</b> (Total energy consumption/ turnover in rupees)	GJ/ ₹ Crores	<b>34.06</b>	34.95
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed/ Revenue from operations adjusted for PPP) [20.66 PPP conversion factor used from IMF]	GJ/ Million USD	<b>70.36</b>	72.21
Energy intensity in terms of physical output	GJ / motorcycle	<b>0.62</b>	0.61

Core parameters for FY 2024-25 are assured by DNV Business Assurance India Pvt Ltd

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

The Company does not operate any sites or facilities classified as designated consumers (DCs) under the Government of India's Performance, Achieve, and Trade (PAT) Scheme

### 3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2024-25	FY 2023-24
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface Water	51,051	-
(ii) Ground Water	6,240	6,511
(iii) Third Party Water	1,25,335	1,22,687
(iv) Seawater / desalinated water	-	-
(v-a) Others (TTRO water from SIPCOT)	46,330	32,651
(v-b) Others ( condensate water)	2,862	39,041
(vi) Well - Rainwater harvested inhouse well	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>2,31,818</b>	2,00,890
<b>Total volume of water consumption (in kilolitres)</b>	<b>2,27,972</b>	<b>1,91,734</b>
<b>Water intensity per rupee of turnover</b> (Total Water consumption / Revenue from operations)-kl/ ₹ Crores	<b>12.36</b>	11.93
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption/ Revenue from operations adjusted for PPP)-kl/ Million USD [20.66 PPP conversion factor used from IMF]	<b>25.53</b>	24.65
Water intensity in terms of physical output (KL/motorcycle)- kl/Motorcycle	<b>0.23</b>	0.21

Core parameters for FY 2024-25 are assured by DNV Business Assurance India Pvt Ltd

### 4. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
i) To surface water	-	-
- No treatment		
- With treatment-please specify level of treatment		
ii) To Groundwater	-	-
- No treatment		
- With treatment-please specify level of treatment		
iii) To Seawater	-	-
- No treatment		
- With treatment-please specify level of treatment		
iv) Sent to third-parties	-	-
- No treatment		
- With treatment-please specify level of treatment		
v) Others	-	-
- No treatment		
- With treatment-please specify level of treatment		
<b>Total water discharge (in kilolitres)</b>	<b>-</b>	<b>-</b>

Core parameters for FY 2024-25 are assured by DNV Business Assurance India Pvt Ltd

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

Yes, EML has implemented a Zero Liquid Discharge (ZLD) system across all its facilities and corporate offices. By leveraging advanced technology, the Company effectively prevents wastewater pollution. The treated water is fully recycled or reused for various applications, including irrigation, heating, cooling, ventilation, and cleaning of Reverse Osmosis (RO) membranes.

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	MT		
SOx	MT		
Particulate matter (PM)	MT		
Persistent organic compounds (POP)	Parts per million by volume	Below the norms of CPCB	
Volatile organic compounds (VOC)	Parts per million by volume		
Hazardous air pollutants (HAP)	Parts per million by volume		
Others - please specify	Parts per million by volume		

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

Parameter	Unit	FY 2024-25	FY 2023-24
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	<b>17,446</b>	14,516
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	<b>12,071</b>	44,006
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO <sub>2</sub> equivalent/ ₹ Crores	<b>1.60</b>	3.6
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO <sub>2</sub> equivalent/ Million USD [20.66 PPP conversion factor used from IMF]	<b>3.31</b>	7.74
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>	Metric tonnes of CO <sub>2</sub> equivalent/ Motorcycle	<b>0.03</b>	0.06

Core parameters for FY 2024-25 are assured by DNV Business Assurance India Pvt Ltd

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

Yes, the Company has undertaken multiple initiatives to lower greenhouse gas emissions across its manufacturing plants and corporate offices, including:

- ♦ Expanding solar energy capacity through a 13 MW group captive solar plant that generated 19,737,222 kWh of electricity during the financial year.
- ♦ Work is underway to implement another 10MWp Capacity Group Captive Solar project.
- ♦ Waste Heat recovery from air compressor & paint shop oven to recirculate to preheat the incoming air.
- ♦ Implementation of Bio gas plant at Vallam to generate energy from plant food waste.
- ♦ Switching from gas welding to laser welding to minimize emissions associated with welding.
- ♦ Planting and nurturing more than 10,000 trees across all facilities to act as natural carbon sinks.

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

Parameter	FY 2024-25	FY 2023-24
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	503.6	285
E-waste (B)	6.3	9
Bio-medical waste (C)	0.1	-
Construction and demolition waste (D)	-	-
Battery waste (E)	25.5	44
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	1,778.8	1,571
ETP Sludge	527.4	
Paint sludge & powder waste	730.4	
Phosphate sludge	51.7	
Spent solvent	144.5	
Used Oil	30.0	
Waste / residue containing oil	22.6	
Discarded containers / empty barrels	272.2	
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	6,617.5	5,694
Metal scrap	4,460.3	
Wood	283.7	
Carton box	1,746.2	
Rubber	76.5	
Electrical	50.9	
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>8,931.7</b>	<b>7,603</b>
<b>Waste intensity per rupee of turnover</b> (Total waste generated / Revenue from operations)- metric tonnes/ ₹ Crores	<b>0.48</b>	0.47
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP)- metric tonnes/Million USD [20.66 PPP conversion factor used from IMF]	<b>1.00</b>	0.97
<b>Waste intensity in terms of physical output ( MT / motorcycle production )</b>	<b>0.01</b>	<b>0.01</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
i) Recycled	7,601.3	386
ii) Re-used	-	-
iii) Other recovery operations	-	-
<b>Total</b>	<b>7,601.3</b>	<b>386</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
i) Incineration	-	-
ii) Landfilling	-	-
iii) Other disposal operations	1,323.9	1,185
<b>Total</b>	<b>1,323.9</b>	<b>1,185</b>

Core parameters for FY 2024-25 are assured by DNV Business Assurance India Pvt Ltd

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

EML has a structured waste management system in place to effectively handle manufacturing and operational waste. Aligned with the principles of Reduce, Reuse, and Recycle (3R), the Company actively promotes a circular economy by minimizing the use of virgin materials and reducing environmental impact. EML is working towards achieving Zero Waste to Landfill and encourages waste reduction practices among employees across all facilities. The Company's paperless work culture further contributes to lowering its carbon footprint. Certified under ISO 14001:2015, EML's environmental management system covers all operations and includes standardized processes for managing both hazardous and non-hazardous waste—encompassing identification, segregation, collection, recycling, and safe disposal.

**11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:**

Sr. no.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/ clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1	Tiruvottiyur, Chennai - Location around coastal regulation zone Ennore creek	Manufacturing	Yes

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
No Environmental impact assessment were conducted due to non applicability for any project as per applicable environmental laws					

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

No such instances during the reporting year 2024-25

## LEADERSHIP INDICATORS

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

Not Applicable

**2. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.**

Though EML's operations are not directly carried out in ecologically sensitive or important areas. However, the company has taken care to minimise its environment footprint through concerted efforts in waste, water and energy management. While already having a positive water footprint, we have gone beyond water conservation and actively contributing to the sustainable management and restoration of water resources through targeted programs near our factories. The company has already achieved its target of being zero waste to landfill while simultaneously increasing its renewable energy share out of total energy use to ~ 85%. EML has also created and maintained significant green spaces which harbours biodiversity in and around its factories. In addition, EML has taken the lead in conserving critical species, habitat and landscapes in the Indian Himalayan Region through its social mission.

**3. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:**

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Energy conservation with efficiency improvement	<ol style="list-style-type: none"> <li>The Compressor waste heat recovery system. Installation at plant</li> <li>Installation of VFD at Powder coating - 1 plant to reduce motor frequency for power conservation</li> <li>Implementation of artic master device at Oragadam Paintshop-02-PTCED line</li> </ol>	Reduction of 410 tCo2e in FY 2024-25
2	Rainwater harvesting	Implementation of Recharge structures within premises to recharge the ground water table.	~50,000 KL qty of ground water recharging
3	Energy conservation with efficiency improvement	<ol style="list-style-type: none"> <li>Installation of VFD in the ultrafiltration pumps of Pre-treatment CED plant</li> <li>Installation of LED light and eliminating conventional lighting systems</li> <li>Installation of Electrically operated tools over pneumatic tools</li> </ol>	Reduction of 294 tCo2e in FY 2024-25
4	Waste Management	Installation on & commissioning of Bio-gas Plant to generate energy from food waste	No disposal of food waste
5	Energy conservation with efficiency improvement	<ol style="list-style-type: none"> <li>Implementation of VFD (Variable Frequency Drive) panel for air blowers</li> <li>Implementation of lower capacity cooling tower from 12.5 HP to 10 HP</li> </ol>	Reduction of 46 tCo2e in FY 2024-25
6	Rainwater harvesting	Installation of rainwater harvesting for collection and reuse of rain water for process requirements	1917 KL of rain water use for process requirements
7	1 MWp Rooftop Solar plant	Installed 1 MWp roof top solar plant at Cheyyar location	Reduction of 143 tCo2e in FY 2024-25
8	Tree plantations	3750 Nos of native tree saplings done at Cheyyar	Eco restoration

**4. Does the entity have a business continuity and disaster management plan?**

EML has a Risk Management Committee, as part of its Board framework, which has oversight of business continuity and related risks and their mitigation strategies. The committee works on creating a framework for identification of risks related to finance, operations, sectorial, sustainability & cyber security; while adopting appropriate measures for risk mitigation that include systems and processes for internal control. The committee also monitors and oversees implementation of the risk management policy, including evaluating the adequacy of risk management systems. Climate related risks are also managed as part of this process. EML is also undertaking a Climate Risk Assessment exercise to evaluate physical and transitional risks, compute financial impact of risks and opportunities, prioritisation of risks and development of mitigation plans. The exercise will cover all its key offices, tech centres and manufacturing facilities. The governance structure at EML will be reviewed as per TCFD / IFRS2 guidelines and a detailed Climate Risk report will be prepared.

**5. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.**

There has been no significant adverse impact to the environment, arising from the value chain of the entity noticed during the onsite supplier assessments.

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

41.95%

**7. How many Green Credits have been generated or procured:**

Eicher Motors Limited have not generated or procured green credits during the period under review.

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

### ESSENTIAL INDICATORS

**1. a. Number of affiliations with trade and industry chambers/associations.**

Eicher Motors has a total of 7 affiliations with trade and industry associations/chambers

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Society of Automotive Fitness and Environment (SAFE)	National
2	Society of Indian Automobile Manufacturers (SIAM)	National
3	Confederation of Indian Industry (CII)	National
4	Bureau of Indian Standards (BIS)	National
5	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
6	Employers' Federation of Southern India (EFSI)	National
7	Federation of Automobile Dealers Associations of India (FADA)	National

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

There have been no issues pertaining to anti-competitive conduct during the year

### LEADERSHIP INDICATORS

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
1	Company actively engages in advancing industry interests and public welfare through its involvement with various industry associations. It backs several initiatives of SIAM, addressing areas such as product safety, alternative fuel vehicles, environmental issues, fuel policies, and customer education, among others. The Company's various policy on ESG and related areas represents a forward-thinking approach to fostering safe and inclusive development.				

**PRINCIPLE 8: Businesses should promote inclusive growth and equitable development**

### ESSENTIAL INDICATORS

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
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No Social impact assessment is applicable to the Company for any of the projects for the year 2024-25.

However Company conducted mandatory 3<sup>rd</sup> party impact assessment of 8 social mission programs pertaining to different themes as per CSR rules

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

S. No	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not Applicable						

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

Need Assessment exercises are carried out in consultation with communities and partner organisations prior to project commencement. Most program activities and interventions are designed to be led by community and community led bodies and program benefits flow back to the community. During the course of a program execution, continuous interactions with community are ensured to get their feedback, understand issues and do course correction. Impact assessments are carried out as per mandatory requirements of CSR law but also for learning and improvement in other cases. Long term relationships are created with community and efforts are made to support them in other initiatives.

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

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	7.52%	8.99%
Directly from within India	96.71%	70.56%

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

Location	FY 2024-25	FY 2023-24*
Rural	-	-
Semi-urban	14.20%	33.44%
Urban	7.47%	5.15%
Metropolitan	78.33%	49.91%

\* To align with latest standards, guidelines, the last year classification have also been revised.

## LEADERSHIP INDICATORS

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

Sr. No.	State	Aspirational District	Amount spent (In ₹ Lakhs)
1	Tamil Nadu	Ramanathapuram	2.05
2	Tamil Nadu	Virudhanagar	2.05
3	Punjab	Ferozpur	1.74
4	Punjab	Moga	1.74
5	Sikkim	West Sikkim	15.00
6	Himachal Pradesh	Chamba	77.90
7	Assam	Darrang	0.13
8	Assam	Baksa	17.75
9	Nagaland	Kiphire	3.56

Sr. No.	State	Aspirational District	Amount spent (In ₹ Lakhs)
10	Mizoram	Mamit	5.50
11	Meghalaya	Ri Bhoi	3.50
12	Jammu & Kashmir	Baramulla	2.97
13	Jammu & Kashmir	Kupwara	6.44
14	Uttarakhand	Haridwar	5.13

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

No

**b. From which marginalized /vulnerable groups do you procure?**

Not Applicable

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

Not Applicable

**4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:**

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
		None		

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

Name of authority	Brief of the Case	Corrective action taken
	There were no reported disputes concerning intellectual property having usage of traditional knowledge and hence no corrective action was taken.	

**6. Details of beneficiaries of CSR Projects:**

S. No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
<b>Community Beneficiaries</b>			
1	Himalayan Hub	25,506	86%
2	Himalayan Knot	1,954	93%
3	The Great Himalayan Exploration	1,599	90%
4	Green Pitstops	4,673	97%
5	Keystone Species, Biodiversity & Conservation	14,304	97%
6	Winter Sports & Education	28,455	95%
7	Behaviour Change	4,250	30%
8	Helmets for India	1,202	33%
9	Group Programs	7,975	76%
10	Local Area Development	47,639	70%
11	Disaster Relief	15,055	100%

S. No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
<b>Environment Beneficiaries</b>			
12	Himalayan Knot	10,000 livestock safeguarded in 19 corrals	
13	Keystone Species, Biodiversity & Conservation	<ul style="list-style-type: none"> <li>- 41 sq.km brought under Community Conserved Area in Tar village, Ladakh</li> <li>- 12 Sq. Km brought under Livestock grazing-free area in Tartsey, Ladakh</li> <li>- 503 Olive Ridley Turtle nests protected in Chengalpattu coastline, Tamil Nadu</li> <li>- 278 marine fauna rescued and released in Goa and Tamil Nadu</li> </ul>	
14	Winter Sports & Education	7.3 sq.km of water catchment area recharged	

Note: Above numbers indicated are the primary beneficiaries of the different CSR projects. In addition, the social mission has reached out to >37 Lakh people as secondary beneficiaries.

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

**ESSENTIAL INDICATORS**

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

We have a well-established process for managing customer feedback and complaints. Ensuring customer satisfaction by prioritizing their voice is of utmost importance to us.

To make it easy for our customers to connect, we offer multiple channels including phone, email, social media, and our website. We utilize an automated ticketing system that registers each piece of feedback or complaint as a case.

Upon resolution, the customer receives a notification confirming the closure of their case. Subsequently, a Customer Satisfaction (CSAT) survey is sent to gather feedback on their overall experience and the quality of the resolution provided.

Internal teams also keep a check on TAT ( Turn around time ) to ensure closure of all cases at the earliest.

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

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

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

	FY 2024-25		Remarks	FY 2023-24		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy			Nil			
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other	<b>1,21,261</b>	<b>7</b>	<b>All pending complaints will be closed within FY 2025-26</b>	91,994	5	All pending complaints were closed within FY 2024-25

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

	Number	Reasons for recall
Voluntary recalls	1	During a routine test, Royal Enfield discovered that some of the rear and/or side reflectors fitted on motorcycles manufactured between November 2022 and March 2023, may not meet the reflective performance requirements as per standards and the reflective quality may be less than required. While the issue was reported only in a very small sample size, the company proactively replaced the reflectors on all motorcycles manufactured between the said time period across all markets.
Forced recalls	0	Not Applicable

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

Yes. EML has implemented an Information Security Policy to mitigate risks related to cybersecurity and data privacy. This policy entails a set of protective measures that are consistently implemented throughout the entire value chain, fostering a secure environment for seamless business operations. It outlines the necessary controls to safeguard EML's information assets, facilitating access, utilisation, and disclosure of information in adherence to relevant standards, laws, and regulations.

<https://eicher.in/content/dam/eicher-motors/investor/corporate-governance/codes-and-policies/EML%20Information%20Security%20Policy.pdf>

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

During a routine test, Royal Enfield discovered that some of the rear and/or side reflectors fitted on motorcycles manufactured between November 2022 and March 2023, may not meet the reflective performance requirements as per standards and the reflective quality may be less than required. While the issue has been reported only in a very small sample size, Royal Enfield decided to proactively replace the reflectors on all motorcycles manufactured between the said time period free of cost for customers across all the markets.

Further, no instances were reported in 2024-25 related to advertising issues, delivery of essential services, repeated product recalls, or penalties/actions imposed by regulatory authorities concerning product or service safety.

**7. Provide the following information relating to data breaches:**

**a. Number of instances of data breaches - 3**

**b. Percentage of data breaches involving personally identifiable information of customers -** Out of the 3 incidents reported above, 1 incident involves data breach involving personally identifiable information of customers.

**c. Impact, if any, of the data breaches-** The Company witnessed a ransomware incident on July 03, 2024. Some data and documents were lost due to this incident but there is no significant impact on the continuity of operations of the Company. Measures including enhancement of security controls were implemented to reinforce and strengthen our systems. Relevant authorities were also informed about the incident.

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

Information on all product and services can be easily accessible to all customer on <https://www.royalenfield.com/in/en/motorcycles/>. Customers are informed about our products and services through a range of social media campaigns, showroom visits, and grassroots activations organised by the Company. Moreover, we provide each customer with an owner's manual upon delivery through our dealerships, containing comprehensive information about our products and services

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

EML places the highest importance on safety and responsible use, urging all consumers to comply with established safety guidelines. The Company actively supports responsible riding through various social campaigns such as Helmets for India, which promote the use of appropriate protective gear for riders.

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

EML communicates the discontinuation of its products and services through its website and integrated report.

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

Customers receive comprehensive product information through the owner's manual. Additionally, essential operational and educational points are conveyed to customers during vehicle delivery through explaining them on the product features, service schedules. The Company also have a mobile app where customer can easily get information on any product and for Channel Partners it have developed various online karts for facilitating ease of ordering spare parts.

Company conducts customer satisfaction surveys through the Net Promoter score process. Feedback received through the process is considered for further improvement.



## INDEPENDENT ASSURANCE STATEMENT to the Management of Eicher Motors Limited

Eicher Motors Limited (Corporate Identity Number L34102DL1982PLC129877, hereafter referred to as 'Eicher' or 'the Company') has commissioned DNV Business Assurance India Private Limited ('DNV', 'us' or 'we') to undertake an independent assurance of the Company's disclosures in Business Responsibility and Sustainability Report (hereafter referred as 'BRSR'). The disclosures include BRSR Core as per Annexure 17A of Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155, dated November 11, 2024.



### Our Conclusion:

Based on our review and procedures followed for reasonable level of assurance, DNV is of the opinion that, in all material aspects, the BRSR Core Key Performance Indicators (KPIs) under 9 ESG attributes (as listed in Annexure I of this statement) for FY 2024-25 are reported in accordance with reporting requirements outlined in Industry Standard on Reporting of BRSR Core.

### Scope of Work and Boundary

The scope of our engagement includes independent assurance of 'BRSR Core' - Reasonable level of assurance for Financial Year (FY) 2024-25.

Boundary covers the performance of Eicher operations that fall under the direct operational control of the Company's Legal structure. Based on the agreed scope with the Company, the boundary of reasonable assurance covers the operations of Eicher across India locations, unless otherwise specified by the Company in the report.

### Reporting Criteria and Standards

The disclosures have been prepared by Eicher in reference to:

- Industry Standard on Reporting of BRSR Core, Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated Dec 20, 2024.
- BRSR Core (Annexure 17A) as per Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155 captioned, "Master circular for compliance with the provisions of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 by listed entities", dated November 11, 2024.
- Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard.

### Assurance Methodology/Standard

This assurance engagement has been carried out in accordance with DNV's VeriSustain™ protocol, V6.0, which is based on our professional experience and international assurance practice, and the international standard in Assurance Engagements, ISAE 3000 (revised) - Assurance Engagements other than Audits or Reviews of Historical Financial Information. DNV's VeriSustain™ Protocol, V6.0 has been developed in accordance with the most widely accepted reporting and assurance standards. DNV team has also followed ISO 14064-3 - Specification with guidance for the verification and validation of greenhouse gas statements to evaluate disclosures with respect to Greenhouse gases disclosures.

### Basis of our conclusion

As part of the assurance process, a multi-disciplinary team of assurance specialists performed assurance work for selected sites of Eicher. We carried out the following activities:

- Reviewed the disclosures under BRSR Core, encompassing the framework for assurance consisting of a set of Key Performance Indicators (KPIs) under 9 ESG attributes. The Industry Standard on Reporting of BRSR Core used a basis of reasonable level of assurance.
- Evaluation of the design and implementation of key systems, processes and controls for collecting, managing and reporting the BRSR Core indicators was conducted.
- Assessment of operational control and reporting boundaries was conducted.
- Seek extensive evidence across all relevant areas, ensuring a detailed examination of BRSR Core indicators. Engaged directly with stakeholders to gather insights and corroborative evidence for each disclosed indicator.
- DNV audit team conducted on-site and remote audits for data testing and also, to assess the uniformity in reporting processes and also, quality checks at different locations of the Company. Sites for data testing and reporting system checks were selected based on the percentage contribution each site makes to the reported indicator, complexity of operations at each location (high/low/medium) and reporting system within the organization. Sites selected for audits are listed in Annexure II.

DNV Headquarters, Veritasveien 1, P.O.Box 300, 1322 Høvik, Norway. Tel: +47 67 57 99 00. [www.dnv.com](http://www.dnv.com)

DNV Business Assurance India Private Limited

### Our competence and independence

DNV applies its own management standards and compliance policies for quality control, which are based on the principles enclosed within ISO/IEC 17029:2019- Conformity Assessment - General principles and requirements for validation and verification bodies and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements. DNV has complied with the Code of Conduct during the assurance engagement. DNV's established policies and procedures are designed to ensure that DNV, its personnel and, where applicable, others are subject to independence requirements (including personnel of other entities of DNV) and maintain independence where required by relevant ethical requirements.

This engagement work was carried out by an independent team of sustainability assurance professionals. During the reporting period i.e. FY 2024-25, DNV, to the best of its knowledge, was not involved in any non-audit/non-assurance work with the Company and its Group entities which could lead to any Conflict of Interest. DNV was not involved in the preparation of any statements or data included in the Report except for this Assurance Statement. DNV maintains complete impartiality toward stakeholders interviewed during the assurance process.

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- Interviews with selected senior managers responsible for management of disclosures and review of selected evidence to support environmental KPIs and metrics disclosed the Report. We were free to choose interviewees and interviewed those with overall responsibility of monitoring, data collation and reporting the selected indicators.
- Verification of the consolidated reported performance disclosures in context to the Principle of Completeness as per VeriSustain™ Protocol, V6.0 for reasonable level of assurance for the disclosures.

**Inherent Limitations**

DNV's assurance engagement assume that the data and information provided by the Company to us as part of our review have been provided in good faith, is true, complete, sufficient, and authentic, and is free from material misstatements. The assurance scope has the following limitations:

- The assurance engagement considers an uncertainty of ±5% based on materiality threshold for estimation/measurement errors and omissions.
- DNV has not been involved in evaluation or assessment of any financial data/performance of the company. DNV's opinion on specific BRSR Core Attribute 8 on "Number of days of accounts payable", Attribute 9 "Open-ness of business" and all sections of BRSR indicators where currency or INR has been applied relies on the third party audited financial reports of the Company. DNV does not take any responsibility of the financial data reported in the audited financial reports of the Company.
- The assessment is limited to data and information within the defined Reporting Period. Any data outside this period is not considered within the scope of assurance.
- Data outside the operations specified in the assurance boundary is excluded from the assurance, unless explicitly mentioned otherwise in this statement.
- The assurance does not cover the Company's statements that express opinions, claims, beliefs, aspirations, expectations, aims, or future intentions. Additionally, assertions related to Intellectual Property Rights and other competitive issues are beyond the scope of this assurance.
- The assessment does not include a review of the Company's strategy or other related linkages expressed in the Report. These aspects are not within the scope of the assurance engagement.
- The assurance does not extend to mapping the Report with reporting frameworks other than those specifically mentioned. Any assessments or comparisons with frameworks beyond the specified ones are not considered in this engagement.
- Aspects of the Report that fall outside the mentioned scope and boundary are not subject to assurance. The assessment is limited to the defined parameters.
- The assurance engagement does not include a review of legal compliances. Compliance with legal requirements is not within the scope of this assurance, and the Company is responsible for ensuring adherence to relevant laws.

**Responsibility of the Company**

Eicher has the sole responsibility for the preparation of the BRSR Report and is responsible for all information disclosed for BRSR Core 9 ESG attributes in BRSR Report. The company is responsible for maintaining processes and procedures for collecting, analyzing and reporting the information and also, ensuring the quality and consistency of the information presented in the Report. Eicher is also responsible for ensuring the maintenance and integrity of its website and any referenced BRSR disclosures on their website.

**DNV's Responsibility**

In performing this assurance work, DNV's responsibility is to the Management of the Company; however, this statement represents our independent opinion and is intended to inform the outcome of the assurance to the stakeholders of the Company. DNV disclaims any liability or co-responsibility for any decision a person or entity would make based on this assurance statement.

**Use and distribution of Assurance Statement**

This assurance statement, including our conclusion has been prepared solely for the exclusive use and benefit of management of the company and solely for the purpose for which it is provided. To the fullest extent permitted by law, DNV does not assume responsibility to anyone other than company for DNV's work or this assurance statement. We have not performed any work, and do not express any conclusion, on any other information that may be published outside of the Report and/or on Company's website for the current reporting period.

The use of this assurance statement shall be governed by the terms and conditions of the contract between DNV and the Eicher. DNV does not accept any liability if this assurance statement is used for any purpose other than its intended use, nor does it accept liability to any third party in respect of this assurance statement.

For DNV Business Assurance India Private Limited,			
<b>Sarkar, Chandan</b>		Digitally signed by Sarkar, Chandan Date: 2025.07.25 21:02:04 +05'30'	
		<b>Sharma, Anjana</b>	
Chandan Sarkar Lead Verifier	Anjana Sharma Assurance Reviewer		
Assurance Team: Mohanakrishnan R, Sudharshan K, Jas Sahib Singh Chadha			

25/07/2025, Bengaluru, India.



## Annexure I - BRSR Core Verified Data

Stipulated as per BRSR Core provided by the company.

Sr. No.	Attribute	BRSR Core Parameter	Unit	Verified Value for FY 2024-25		
1	Green-house gas (GHG) footprint	Total Scope 1 emissions	MT of CO2e	17446		
		Total Scope 2 emissions	MT of CO2e	12071		
		Total Scope 1 and Scope 2 emission intensity per rupee of turnover	MT of CO2e / INR Crore	1.60		
		Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	MT of CO2e / Million US dollars adjusted for PPP	3.31		
		Total Scope 1 and Scope 2 emission intensity in terms of physical output	MT of CO2e / Tonne of production	0.03		
2	Water footprint	Total water consumption	KL	227,972		
		Water consumption intensity	Total water consumption in KL / INR Crore	12.36		
			Total water consumption in KL / Million US dollars adjusted for PPP	25.53		
		Water intensity in terms of physical output	Total water consumption in KL / Tonne of production	0.23		
		Water Discharge by destination and levels of Treatment	KL	0		
3	Energy footprint	Total energy consumed	Gigajoules (GJ)	628,382		
		% of energy consumed from renewable sources	In % terms	49.36%		
		Energy intensity	GJ / INR Crore	34.06		
			GJ / Million US dollars adjusted for PPP	70.36		
4	Embracing circularity - details related to waste management by the entity	Total waste recovered through recycling, re-using or other recovery operations	(i) Recycled	7601.3		
			(ii) Re-used	0		
		(iii) Other recovery operations	0			
		Total	7601.3			
		Total waste disposed by nature of disposal method	(i) Incineration	0		
			(ii) Landfilling	0		
			(iii) Other disposal options	1,323.9		
		Total	1,323.9			
		5	Enhancing Employee Wellbeing and Safety	Spending on measures towards well-being of employees and workers - cost incurred as a % of total revenue of the company (Excluding Workers)	In % terms	0.45%
				Details of safety related incidents for employees and workers (including contract-workforce e.g. workers in the company's construction sites)	Total recordable work-related injuries	0
					Lost Time Injury Frequency Rate (LTIFR)	0
					No. of fatalities	0
				6	Enabling Gender Diversity in Business	Gross wages paid to females as % of wages paid
		Complaints on PoSH	Total Complaints on Sexual Harassment (POSH) reported			4
			Complaints on PoSH as a % of female employees / workers			0.15%
			Complaints on PoSH upheld			4
		7	Enabling Inclusive Development	Input material sourced from following sources as % of total purchases and from within India	Directly sourced from MSMEs/ small producers	7.52%
					Sourced directly from within India	96.71%
				Job creation in smaller towns - Wages paid to persons employed in smaller towns (permanent or non-permanent /on contract) as % of total wage cost	Location	
					Rural	0%
Semi-urban	14.20%					
8	Fairness in Engaging with Customers and Suppliers	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events	Urban	7.47%		
			Metropolitan	78.33%		
		Number of days of accounts payable	(Accounts payable *365) / Cost of goods/services procured	73		



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9	Open-ness of business	Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties	Purchases from trading houses as % of total purchases	Not Applicable
			Number of trading houses where purchases are made from	Not Applicable
			Purchases from top 10 trading houses as % of total purchases from trading houses	Not Applicable
			Sales to dealers / distributors as % of total sales	99.99%
			Number of dealers / distributors to whom sales are made	1460
			Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	7.43%
			Share of RPTs (as respective %age) in	
			Purchases	2.84%
			Sales	4.01%
			Loans & advances	69.85%
Investments	3.14%			

**Annexure II - Sites selected for audits**

S.no	Site	Location
1.	Corporate Office (onsite)	Sholinganallur, Chennai
2.	Manufacturing Plant (onsite)	Oragadam, Chennai Vallam Vadagal, Chennai
3.	Assembly Plant (remote)	Thiruvottiyur, Chennai