Ref: BLACKBUCK/CORP/2026-27/69
August 25, 2026

To
National Stock Exchange of India Ltd.,
Exchange Plaza, C-1, Block G
Bandra Kurla Complex,
Bandra (E), Mumbai – 400 051

To
BSE Limited
Phiroze Jeejeebhoy Towers
Dalal Street
Mumbai – 400001

Scrip Code: 544288, Scrip Symbol: BLACKBUCK, Series – EQ
ISIN- INE0UIZ01018

Sub: Business Responsibility and Sustainability Report for the financial year ended March 31, 2026

Dear Sir/Ma'am,

Pursuant to Regulation 34 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report of the Company for the financial year ended March 31, 2026, which forms part of the annual report.

The annual report is uploaded on the Company's website at https://a.blbk.in/Annual_Report_2025-26.pdf

Thanking you

Yours Sincerely,
For BlackBuck Limited
(Formerly known as Zinka Logistics Solutions Limited)

BARUN PANDEY
Digitally signed by BARUN PANDEY
Date: 2026.08.25 19:01:30 +05'30'

Barun Pandey
Company Secretary and Compliance Officer
Membership No: A39508

Business Responsibility & Sustainability Reporting

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L63030KA2015PLC079894
2	Name of the Listed Entity	BlackBuck Limited (Formerly known as Zinka Logistics Solutions Limited)
3	Year of incorporation	2015
4	Registered office address	"Essae Vaishnavi-Summit" 1st Floor, No-6/B, 7th Main, 80 Feet Road, 3rd Block, Koramangala Industrial Layout, Corporation Ward No. 68, Koramangala, Bengaluru - 560034, Karnataka, India.
5	Corporate address	Same as above
6	E-mail	cs@blackbuck.com
7	Telephone	+ 91 8046481828
8	Website	www.blackbuck.com
9	Financial year for which reporting is being done	FY26
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited & National Stock Exchange of India Limited
11	Paid-up Capital (In Rs)	18,17,96,612 (as on March 31, 2026)
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Barun Pandey Company Secretary and Compliance Officer, Email- cs@blackbuck.com, M.No- 8046481828
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone Basis
14	Name of assurance provider	N/A
15	Type of assurance obtained	N/A

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Transport and storage	Land Transport via Road	91.29%

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

S. No.	Product/Service	NIC Code	% of total Turnover contribute
1	Land Transport via Road	49231	91.29%

18 Number of locations where plants and or operations offices of the entity are situated

Location	Number of plants	Number of offices	Total
National	Nil	6	6
International	Nil	Nil	Nil

19 Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	28
International (No. of Countries)	Nil

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

Nil

c. A brief on types of customers

BlackBuck serves following customer types: truck operators/fleet owners and shippers/consignors.

IV. Employees and workers

20 Details as at the end of Financial Year: a. Employees and workers (including differently abled)*:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A
	Employees					
1	Permanent (D)	1613	1544	96%	69	4%
2	Other than Permanent (E)	2039	1762	86%	277	14%
3	**Total employees (D + E)**	**3652**	**3306**	**91%**	**346**	**9%**
	Workers					
4	Permanent (F)	N/A	N/A	N/A	N/A	N/A
5	Other than Permanent (G)	N/A	N/A	N/A	N/A	N/A
6	**Total workers (F + G)**	**N/A**	**N/A**	**N/A**	**N/A**	**N/A**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A
	DIFFERENTLY ABLED EMPLOYEES					
1	Permanent (D)	1	1	100%	0	0
2	Other than Permanent (E)	0	0	0%	0	0
3	**Total employees (D + E)**	**1**	**1**	**100%**	**0**	**0**
	DIFFERENTLY ABLED WORKER					
4	Permanent (F)	N/A	N/A	N/A	N/A	N/A
5	Other than Permanent (G)	N/A	N/A	N/A	N/A	N/A
6	**Total workers (F + G)**	**N/A**	**N/A**	**N/A**	**N/A**	**N/A**

* BlackBuck Limited does not have workers as defined under the SEBI BRSR Guidance Note; hence, disclosures related to workers are not applicable.

21 Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Female	
		No. (B)	% (B / A)
Board of Directors	8	1	12.50%
Key Management Personnel	3	0	Nil

22 Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

	Current Financial Year			Previous Financial Year			Previous to previous Financial Year		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	48.62%	43.08%	48.40%	40%	38%	40%	41%	38%	41%
Permanent Workers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

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

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

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)
1	TZF LOGISTICS SOLUTIONS PRIVATE LIMITED	Wholly-owned Subsidiary	100%	No
2	BLACKBUCK FINSERVE PRIVATE LIMITED	Wholly-owned Subsidiary	100%	No
3	ZZ LOGISTICS SOLUTIONS PRIVATE LIMITED *	Wholly-owned Subsidiary	100%	No

*ZZ Logistics Solutions Private Limited, a wholly owned subsidiary of the Company, was struck off from the Register of Companies with effect from May 11, 2026

VI. CSR Details

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

(ii) Turnover (in Rs.) **6,40,97,70,000.00**

(iii) Net worth (in Rs.) **14,23,67,90,000.00**

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)	Current Financial Year			Previous Financial Year		
		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	Nil	0	0		Nil	Nil	-
Investors (other than shareholders)	Nil	0	0		Nil	Nil	-
Shareholders	https://a.blbk.in/investor-grievance	0	0	1 complaint was received prior to March 31, 2025, which was pending for resolution in the previous year and the Company have submitted its Action Taken Report (ATR) on April 1, 2025.	12	1	
Employees and workers	https://a.blbk.in/whistleblower	0	0		0	0	NA
Customers	https://www.blackbuck.com/terms-conditions.html	1040	131		Nil	NIL	Nil

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	Current Financial Year			Previous Financial Year		
		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
Value Chain Partners	Yes, currently we have a help desk team to assist with vendor for the payment related queries, as mentioned in the purchase order. Company is establishing tracking mechanism for the grievances raised by value chain partners.	0	0		N/A	N/A	N/A
Other (please specify)	-	0	0		-	-	-

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/ Oppurtunities 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	Economic Risk	R	The Company is exposed to macroeconomic cycles impacting freight demand, transaction volumes and customer spending. A slowdown in economic activity or reduced vehicle movement can affect gross transaction value (GTV), commissions and overall business performance.	Revenue Diversification: Expand and diversify services beyond core offerings to reduce dependence on any single revenue stream Cross-selling Strategy: Implement a diversified engagement model that helps offset downturns in one category by maintaining activity in others Financial Resilience: Maintain prudent liquidity management, disciplined cost control and financial planning to navigate economic cycles	Negative An economic downturn could reduce transaction volumes and commission income. Diversified revenue streams and prudent financial management are expected to limit the impact.

S. No.	Material issue/ Oppurtunities 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)
2	Business Execution Risk	R	The Company's growth strategy depends on successful execution of new initiatives, scaling of operations and effective market adoption of its offerings.	Phased Scale-up: Controlled investments and phased expansion Platform Leverage: Leverage the existing platform and distribution network Performance Monitoring: Track operating metrics and customer adoption to support disciplined expansion	Negative Delays or under-performance in new initiatives could affect projected revenue growth and returns on investments. Phased, metrics-driven expansion mitigates this impact.
3	Competition Risk	R	Increasing competition from technology platforms, financial service providers and logistics solution providers may impact customer acquisition, retention and pricing.	Differentiation Strategy: Focus on unique value propositions and innovative service offerings Multi-category Approach: Leverage cross-selling across business lines to strengthen the customer value proposition and deepen engagement Customer Retention: Enhance customer experience through an omnichannel service model and consistent service delivery Market Intelligence: Maintain continuous competitive analysis and market positioning	Negative Heightened competition could pressure pricing, customer acquisition and retention. Differentiation, cross-selling and an omnichannel service model help protect market share and margins.
4	Technology and Platform Risk	R	The Company's business relies on the availability, scalability and reliability of its technology platform to support a growing user base and transaction volumes.	Technology Architecture: Continue investing in scalable architecture and core technology capabilities to enhance platform reliability and reduce dependency on external technology providers Enhanced IT Infrastructure: Build redundancy in critical IT systems, including backup servers, cloud-based storage and failover mechanisms Continuous Monitoring: Establish 24/7 monitoring of IT systems to detect anomalies in real-time	Negative Platform downtime or scalability constraints could disrupt services, impact transaction volumes and increase remediation costs. Investments in resilient architecture and continuous monitoring minimise this risk.

S. No.	Material issue/ Oppurtunities 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)
				Incident Response: Maintain a dedicated incident response team to mitigate potential disruptions and cybersecurity threats Technology Partnerships: Diversify technology vendor base to reduce single-point-of-failure risks	
5	Cybersecurity and Data Privacy Risk	R	Increased digitisation exposes the platform to potential data breaches and cyber threats.	Cybersecurity Framework: Implement comprehensive cybersecurity measures and protocols Regular Security Audits: Perform periodic internal audits to assess data protection compliance Access Controls: Establish robust data access controls and user authentication systems Incident Response Plan: Develop and maintain data breach response and recovery procedures Compliance Monitoring: Stay updated with data protection regulations and ensure compliance	Negative A data breach or cyber incident could result in financial loss, regulatory penalties, litigation and erosion of customer trust. A comprehensive cybersecurity framework and periodic audits reduce both the likelihood and the impact.
6	People and Talent Risk	R	The ability to attract and retain skilled talent across technology, product and field operations remains critical for growth.	Capability Development: Invest in technical, functional and leadership development programmes to strengthen workforce capabilities Talent Development: Invest in continuous skill development and career progression pathways Competitive Compensation: Maintain market-competitive compensation and benefits packages Knowledge Management: Document critical processes and create knowledge transfer mechanisms	Negative Attrition of key talent could increase hiring and training costs and slow down execution. Talent development, competitive compensation and knowledge management practices limit the impact.

S. No.	Material issue/ Oppurtunities 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)
7	Financial Risk	R	The Company must ensure the implementation of effective risk management policies, including adherence to RBI regulations applicable to its financial services business, management of partner concentration and maintenance of adequate capital. Failure to do so can hamper its long-term growth and expansion activities.	Regulatory Compliance: Maintain strict adherence to RBI regulations and guidelines through regular compliance audits Diversified Partnerships: Reduce dependency on key partners by onboarding multiple strategic partners with improved commercial terms Financial Controls: Strengthen internal financial controls and risk assessment mechanisms Scenario Planning: Regularly assess potential impacts of regulatory changes and develop contingency plans Capital Management: Maintain adequate capital reserves and secure alternate funding sources Partner Due Diligence: Conduct thorough evaluation of financial partners and maintain backup options	Negative Regulatory changes, partner concentration or inadequate financial controls could increase costs or restrict access to growth capital. Compliance audits, diversified partnerships and adequate capital reserves mitigate the impact.
8	Customer Retention Risk	R	Sustained growth depends on continued customer engagement, service adoption and long-term relationships in a competitive market.	Product Innovation: Continuously enhance product offerings to improve affordability and customer value Integrated Solutions: Drive customer stickiness through bundled service offerings across payments, telematics, loads and vehicle financing Customer Engagement: Monitor adoption and renewal trends while strengthening after-sales support and customer experience	Negative Loss of customers or lower renewal rates would directly impact recurring revenues. Bundled offerings and continuous engagement drive customer stickiness and reduce this risk.

S. No.	Material issue/ Oppurtunities 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)
9	Digitisation and Financial Inclusion of Truck Operators	O	A large share of India's trucking ecosystem remains unorganised and digitally underserved. The Company's platform digitises payments, telematics, load discovery and vehicle financing for truck operators, bringing small fleet operators into the formal digital and financial ecosystem and expanding the addressable market.	Not applicable, as this has been identified as an opportunity	Positive Deeper penetration of an underserved market supports growth in users, transaction volumes and revenue per customer.
10	Product and Service Innovation	O	Continuous innovation across tolling, telematics (including fuel sensors and AIS), loads and vehicle financing enables the Company to meet evolving customer needs, create new revenue streams and strengthen its integrated value proposition.	Not applicable, as this has been identified as an opportunity	Positive New products and service adjacencies diversify revenues and enhance long-term growth.
11	Fuel Efficiency and Emission Reduction through Telematics	O	The Company's telematics and fuel-monitoring solutions help customers optimise routes, monitor fuel consumption and reduce pilferage, thereby lowering operating costs and vehicle emissions per trip. This supports the transition towards greener road logistics.	Not applicable, as this has been identified as an opportunity	Positive Differentiated, sustainability-linked offerings enhance customer value, adoption and brand equity.
12	Customer Experience and Engagement	O	Superior customer experience through an omnichannel service model and bundled offerings across payments, telematics, loads and financing deepens engagement, improves renewals and increases customer lifetime value.	Not applicable, as this has been identified as an opportunity	Positive Higher retention and cross-sell increase recurring revenues and reduce customer acquisition costs.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y								
b. Has the policy been approved by the Board? (Yes/No)	Y								
c. Web Link of the Policies, if available	https://blackbuck.com/investor-relations.html?section=corporate-goverN/Ance&doc-type=policies								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	N/A								
4. Name of the National and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The Company has adopted various international frameworks such as: ISO 9001:2015 - Quality Management System ISO/IEC 27001:2022-Information Security Management System								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	-Increase women representation in the total workforce to 20% by FY 2030-31. -Continue to Cover 100% of employees under Code of Conduct, anti-bribery and POSH training annually.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	100% completion of mandatory trainings.								
Governance, leadership and oversight									
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)	We understand the importance of sustainable practices for business, & have embarked on our journey by covering all aspects of environment, social & governance. We are committed to driving sustainability throughout the value chain by associating with our suppliers, partners, customers and the communities we serve.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Corporate Social Responsibility Committee								
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	Yes. The composition of CSR Committee is as under: Chairperson – Mr. Rajamani Muthuchamy (Non-Executive Independent Director) Member – Mr. Chanakya Hridaya (Executive Director) Member – Mr. Ramasubramaniam Balasubramaniam (Executive Director)								

10. Details of Review of NGRBCs by the Company:

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

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.

Principles	P1	P2	P3	P4	P5	P6	P7	P8	P9
Answer					No				

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

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

PRINCIPLE 1

Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	1	Familarization Programme	100%
Key Managerial Personnel	1	Periodical refreshers for KMPs: - Code of Conduct - POSH - Whistleblower Policy	100%
Employees other than BoD and KMPs	156	Orientation session for all new joiners and periodical refreshers for all existing employees: - Code of Conduct, - POSH - Whistleblower policy	100%
Workers	N/A	N/A	N/A

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-(FY26)		
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	NA			
Punishment				

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Nil	

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.**

https://a.blbk.in/anti-bribery

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 2025-26	FY 2024-25
Directors	Nil	
KMPs		
Employees		
Workers		

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

	FY 2025-26		FY 2024-25	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil			
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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**

	FY 2025-26		FY 2024-25	
	Number	Remark	Number	Remark
	Nil		Nil	

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

	FY 2025-26	FY 2024-25
i) Number of days of accounts payables	113.61	89.69

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

Parameter	Metrics	FY 2025-26 (INR in Millions)	FY 2024-25 (INR in Millions)
Concentration of Purchases	a. i) Purchases from trading houses	N/A	N/A
	ii) Purchases from trading houses as % of total purchases		
	b. Number of trading houses where purchases are made from		
	c. Purchases from top 10 trading houses as % of total purchases fromtrading houses		

Parameter	Metrics	FY 2025-26 (INR in Millions)	FY 2024-25 (INR in Millions)
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	1.63%	N/A
	b. Number of dealers / distributors to whom sales are made	2133	
	iii) Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	5.01%	
Share of RPTs in	a. i) Purchases (Purchases with related parties)	NIL	NIL
	ii) Total Purchases	NIL	NIL
	iii) Purchases (Purchases with related parties as % of Total Purchases)	NIL	NIL
	b. i) Sales (Sales of services to related parties)	9.55	5.49
	ii) Total Sales	6409.77	4219.39
	iii) Sales (Sales to related parties as % of Total Sales)	0.15%	0.13%
	c. i) Loans & advances given to related parties	NIL	NIL
	ii) Total loans & advances	NIL	NIL
	iii) Loans & advances given to related parties as % of Total loans & advances	NIL	Nil
	d. i) Investments in related parties*	1560	560.1
	ii) Total Investments made	1968.74	1088.04
	iii) Investments in related parties as % of Total Investments made	79%	51%

*Note - The given figures are as on 31st March , 2026

PRINCIPLE 2

Businesses 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 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
R&D	NIL	NIL	N/A
Capex	NIL	NIL	N/A

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

No, BlackBuck is a platform providing payments, telematics, loads and vehicle financing services. These solutions aim to digitally empower truck operators and help them operate their business effectively and efficiently. However, as a responsible corporate entity, the Company strives to minimise its environmental impact throughout its operations.

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

N/A

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.**

(a) Plastics (including packaging)	As an online platform company, BlackBuck's operations generates a minimal amount of E-Waste. However, the Company has implemented clear protocols for the safe management of any electronic waste that arises. The majority of this waste is directed to authorised recyclers, ensuring its secure and responsible disposal. Additionally, BlackBuck's endeavours to refurbish its IT waste whenever feasible, thereby reducing the overall volume of waste requiring disposal.
(b) E-waste	
(c) Hazardous waste	
(d) other waste.	NA

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.**

No, Extended Producer Responsibility (EPR) is not applicable

PRINCIPLE 3

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

Essential Indicators

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

Category	Total (A)	Health insurance/ESI		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	1544	1544	100%	Nil	Nil	Nil	Nil	1544	100%	1544	100%
Female	69	69	100%	Nil	Nil	69	100%	Nil	Nil	69	100%
Total	**1613**	**1613**	**100%**	**Nil**	**Nil**	**69**	**4.28%**	**1544**	**95.72%**	**1613**	**100%**
Other than Permanent employees											
Male	1762	1762	100%	1336	75.82%	Nil	Nil	Nil	Nil	Nil	Nil
Female	277	277	100%	65	23.47%	277	100%	Nil	Nil	Nil	Nil
Total	**2039**	**2039**	**100%**	**1401**	**68.71%**	**277**	**14%**	**Nil**	**Nil**	**Nil**	**Nil**

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

Category	Total (A)	Health insurance/ESI		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	N/A										
Female											
Total											
Other than Permanent Workers											
Male	N/A										
Female											
Total											

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

	FY 25-26 Current Financial Year(Millions)	FY 24-25 Previous Financial Year(Millions)
i) Cost incurred on wellbeing measures (well-being measures means well-being of employees and workers (including male, female, permanent and other than permanent employees and workers)"	36.80	31.77
ii) Total revenue of the company	6409.77	4219.39
iii) Cost incurred on wellbeing measures as a % of total revenue of the company	0.57%	0.75%

2 **Details of retirement benefits, for Current FY and Previous Financial Year.**

Benefits	FY25-26 Current Financial Year			FY 24-25 Previous Financial Year		
	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 *	100.00%	NA	Y	100.00%	0.00%	Yes
Gratuity	100.00%	NA	N	100.00%	0.00%	N/A
ESI	2.54%	NA	Y	12.71%	0.00%	Yes
Others – (NPS & Leave Encashment)	100.00%	NA	N	100.00%	NA	N

* Note - Data Pertains to Permanent Employees only.

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**

Yes

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.**

https://a.blbk.in/equal-opportunity

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%	-	-
Female	100%	100%	-	-
Total	**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**

Investor Greivance Redressal Policy: https://a.blbk.in/investor-grievance

Investor Relation Contacts: https://blackbuck.com/investor-relations.html?section=investor-relations-contacts

(a) Permanent Workers	N/A
(b) Other than Permanent Worker	N/A
(c) Permanent Employees	YES
(d) Other than Permanent Employees	YES

1. There is a dedicated helpdesk via the HRMS portal, easily accessible to all employees, where employees can raise tickets and get their concerns/ queries resolved

2. A clear whistleblower policy is in place to ensure that any concerns are reported directly to the Cheif Executive Officer/ Audit Committee Chairman through the dedicated mail box and employee grievance helpdesk

3. Regular training sessions are done by HR to guide employees to raise any concerns openly

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

Category	FY25-26 (Current Financial Year)			FY24-25 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	N/A					
Male						
Female						
Total Permanent Workers						
Male						
Female						

8 Details of training given to employees and workers:

	FY25-26 Current Financial Year					FY24-25 Previous Financial Year				
	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. - This refers to the total emps covered for training	% (C / A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	3306	3306	100%	2354	71.16%	3333	3333	100%	3333	100.00%
Female	346	346	100%	204	58.96%	246	246	100%	246	100.00%
Total	**3652**	**3652**	**100%**	**2558**	**70.01%**	**3579**	**3579**	**100%**	**3579**	**100.00%**
Worker										
Male	NA					N/A				
Female										
Total										

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

Benefits	FY25-26 Current Financial Year			FY24-25 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	3306	2378	72%	3333	2702	81%
Female	346	204	59%	246	204	83%
Total	**3652**	**2582**	**70.70%**	**3579**	**2906**	**81%**
Workers						
Male	Nil					
Female	Nil					
Total	Nil					

* As per the eligibility crieteria for the appraisal, onroll employees are covered who have joined till 31st December 2025 and offroll employees are covered who have joined till 30th September 2025.

10 Health and safety management system

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

N/A

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

N/A

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

N/A

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

Yes

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

Safety Incident/Number	Category	FY25-26 Current Financial Year	FY24-25 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	NIL	NIL
	Workers		
Total recordable work-related injuries	Employees		
	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.

1. A comprehensive code of conduct outlines safety protocols and health-related guidelines
2. Regular health camps are organized to promote employee wellness.
3. First aid kits are easily accessible across office premises.
4. Clearly marked fire exits are in place for safe evacuation during emergencies.
5. The Induction Deck includes safety and emergency preparedness information for all new joiners.
6. Fire drills are conducted to ensure readiness.

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

	FY 25-26 (Current Financial Year)			FY 24-25 (Previous Financial Year)		
	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	Nil	Nil	Nil	Nil	Nil	Nil
Health & Safety	Nil	Nil	Nil	Nil	Nil	Nil

14 Assessments for the year:

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

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.

N/A

PRINCIPLE 4

Businesses should respect the interests of and be responsive to all its stakeholders

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

The Company has identified its key stakeholders and works with them to enhance their wellbeing and add value to the Company's business. The stakeholders who are impacted economically and socially, and with whom the Company interacts most closely, are those the Company can best support.

The key stakeholders include customers, suppliers and business partners, government and regulatory authorities, investors / shareholders, employees, and the wider communities that the Company serves. As a leading technology-driven logistics platform, the Company believes that its human capital is its greatest strength.

On this basis, the Company has mapped and identified both internal and external stakeholders: internal stakeholders have a direct relationship with the Company, while external stakeholders are affected by the business but do not directly work with it. Investors are significant stakeholders with whom the Company shares a strong relationship and a clear understanding of their expectations.

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
Customers/ Fleet owner	No	BlackBuck Mobile Application , Websites, E-mails, social media, Virtual Meetings	As required	To resolve stakeholder query & address their grievances. - Empowering Truck operators to manage and grow their Business
Investors/ Shareholders	No	Annual shareholders meetings, Periodic investor presentations and conference calls, Regulatory audits and inspections	Annually, quarterly and as and when require	To stay abreast of developments in the Company & its subsidiary companies.
Vendor	No	E-mails, Virtual Meetings, phone calls	As and when required	To strengthen collaboration and ensure responsible conduct across the supply chain.
Suppliers	No	Supplier and vendor meetings, binding agreement policies, IT-enabled information sharing tools and recognition platforms, dialogue on industry initiatives, calls, and training and workshops.	As required	To resolve query & address their grievances.
Employees	No	Employee newsletters, Intranet portal, Employee resource groups, Regular employee communication forums, Annual employee surveys	Frequently	To be available for employee grievance & feedback.
Government and Regulatory Authorities	No	Public policy advocacy, Making representations whenever needed, Formal dialogues	As required	Compliance with laws and regulations, Contributing to Nation development
Communities	No	Voluntary community initiatives, Community events	As required	Community welfare activities, Employment opportunities

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:**

Benefits	FY 2025-26			PY 2024-25		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	1613	1613	100%	1664	1664	100%
Other than permanent	2039	2039	100%	2281	2281	100%
Total Employees	**3652**	**3652**	**100%**	**3945**	**3945**	**100%**
Workers						
Permanent	N/A	N/A	N/A	N/A	N/A	N/A
Other than permanent	N/A	N/A	N/A	N/A	N/A	N/A
Total Workers	**N/A**	**N/A**	**N/A**	**N/A**	**N/A**	**N/A**

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

Category	FY 2025-26					PY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent	1613	168	10%	1445	90%	1664	0	0%	1664	100%
Male	1544	152	10%	1392	90%	1603	0	0%	1603	100%
Female	69	16	23%	53	77%	61	0	0%	61	100%
Other than Permanent	2039	231	11%	1808	89%	2281	2281	100%	0	0
Male	1762	186	11%	1576	89%	2083	2083	100%	0	0
Female	277	45	16%	232	84%	198	198	100%	0	0
Workers										
Permanent	N/A									
Male										
Female										
Other than Permanent										
Male										
Female										

3 **Details of remuneration/salary/wages, in the following format:**

	Male		Female	
	Number	Median remuneration / salary / wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	7	4,050,000	1	1,500,000
Key Managerial Personnel	3	10,178,400	0	Nil
Employees other than BoD and KMP *	1539	414,250	69	350,057
Workers	N/A	N/A	N/A	N/A

* The employee count includes only permanent employees.

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

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages*	3.95%	5.36%

*Includes permanent employees only

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)

N/A at this point of time

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

1. A clear policy on Equal Employment Opportunity (EEO) to promote fairness and inclusivity
2. Mandatory training on Prevention of Sexual Harassment (POSH), with internal committees established as per legal requirements
3. clear communication of grievance redressal mechanisms to report any violations confidentially and safely.
4. Code of conduct policy is available for all employees. Periodic refreshers are also done to all the employees

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

	FY 25-26 Current Financial Year			FY 24-25 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

	FY 2025-26	PY 2024-25
i) Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	
ii) Female employees / workers		
iii) Complaints on POSH as a % of female employees / workers		
iv) Complaints on POSH upheld		

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

We safeguard complainants by maintaining strict confidentiality of their identity through our POSH Helpline/dedicated Email-ID and by treating any form of retaliation against a complainant or witness as a punishable violation of our policy, with all complaints addressed promptly and impartially by a trained Internal Committee constituted under the POSH Act, 2013, thereby ensuring a safe environment for employees to raise concerns without fear of reprisal.

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

Yes, the Company's business agreements and contracts include provisions for upholding human rights.

10 Assessments for the year:

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

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

N/A

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	FY 2025-26	PY 2024-25
Revenue from operations (in Rs.)	6,409,770,000	4,219,390,000

Parameter	Unit	FY 2025-26	PY 2024-25
From Renewable sources			
Total electricity consumption (A)	Nil	Nil	Nil
Total fuel consumption (B)			
Energy consumption through other sources (c)			
Total energy consumption from renewable sources (A+B+C)		Nil	Nil
From non-renewable sources			
Total electricity consumption (D)	GJ	3524.22	1821.98
Total fuel consumption (E)	Nil	Nil	Nil
Energy consumption through other sources(F)			
Total energy consumed from non-renewable sources (D+E+F)	Nil	Nil	Nil
Total energy Consumed (A+B+C+D+E+F) *	GJ	3524.22	1821.98
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)		0.0000005498	0.00000043
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)**		0.0000112	0.00000890
Energy intensity in terms of physical output	N/A	N/A	N/A
Energy intensity (optional) – the relevant metric may be selected by the entity			

Note-

*The increase in energy consumption is primarily attributable to the opening of new offices by the Company.

** Revenue from operations has been adjusted using the latest Purchasing Power Parity (PPP) conversion factors for India published by the International Monetary Fund (IMF). The PPP conversion factors for the years ended March 31, 2026 and March 31, 2025 are 20.34 and 20.66, respectively.

Independent Assessment / Evaluation / Assurance: Not Appliacble for the reporting period.

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

N/A

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

Parameter	FY 2025-26	PY 2024-25
Water withdrawal by source (In Kiloliters)		
(i) Surface water	N/A	N/A
(ii) Groundwater	N/A	N/A
(iii) Third party water	6385.68	17.862*
(iv) Seawater / desaliN/Ated water	N/A	N/A
(v) Others	N/A	N/A
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	6385.68	17.862
Total volume of water consumption (in kilolitres)	6385.68	17.862
Water intensity per rupee of turnover (Total water consumed / Revenue from operations)	0.0000009962	0.0000000042
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP	0.0000206	0.0000001
Water intensity in terms of physical output	N/A	N/A
Water intensity (optional) – the relevant metric may be selected by the entity	N/A	N/A
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, Name of the external agency	N/A	N/A

*For FY25, the data reported pertained only to third-party drinking water. For the current financial year, the data includes consumption of groundwater, sewage water, and third-party drinking water.

4 Provide the following details related to water discharged:

Parameter	FY 2025-26	PY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
No treatment	N/A	N/A
With treatment – please specify level of treatment	N/A	N/A
(ii) To Groundwater	0	0
No treatment	N/A	N/A
With treatment – please specify level of treatment	N/A	N/A
(iii) To Seawater	0	0
No treatment	N/A	N/A
With treatment – please specify level of treatment	N/A	N/A
(iv) Sent to third-parties	0	0
No treatment	N/A	N/A
With treatment – please specify level of treatment	N/A	N/A
(v) Others	0	0
No treatment	N/A	N/A
With treatment – please specify level of treatment	N/A	N/A
Total water discharged (in kilolitres	**0**	**0**
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, Name of the external agency.	N/A	N/A

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

The Company operates primarily from leased office premises and does not directly discharge wastewater. Domestic wastewater generated at its offices is managed through the common sewage treatment infrastructure operated by the respective landlords/ building management. Accordingly, the Company does not have direct control over or measurement of water discharge.

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

Parameter	Please specify unit	FY 2025-26	PY 2024-25
NOx	Nil. The Company discloses GHG emissions only, as air pollutants other than GHG are not material given the nature of its sector/operations		
SOx			
Particulate matter (PM)			
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify			

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

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

Parameter	Please specify unit	FY 2025-26	PY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	NIL	Nil
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	695.05	359.335
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	NIL	0.0000001084	0.00000009
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		0.00000221	0.00000176
Total Scope 1 and Scope 2 emission intensity in terms of physical output		N/A	N/A
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity			

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

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

The Company is committed to improving energy efficiency and reducing emissions through operational initiatives such as the adoption of energy-efficient LED lighting across office premises and optimisation of energy consumption through responsible use of electrical equipment, including switching off appliances when not in use. These measures support the Company's efforts to reduce its environmental impact and promote sustainable operations.

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

Parameter	FY 2025-26	PY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste **(A)**	NIL	NIL
E-waste **(B)**	1.08	3.00
Bio-medical waste **(C)**	NIL	NIL
Construction and demolition waste **(D)**		
Battery waste **(E)**		
Radioactive waste **(F)**		
Other Hazardous waste. Please specify, if any. **(G)**		
Other Non-hazardous waste generated **(H)**. Please specify, if any. (Break-up by composition i.e. Food and garden waste)	36.5	30
Total (A+B + C + D + E + F + G + H)	**37.58**	**33.00**

Parameter	FY 2025-26	PY 2024-25
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0000000059	0.0000000078
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP	0.000000121	0.00000016
Waste intensity in terms of physical output	NA	NA
Waste intensity (optional) – the relevant metric may be selected by the entity		
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	NIL	NIL
(ii) Re-used		
(iii) Other recovery operations		
Total		
For each category of waste generated, total waste disposed by Nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	NIL	NIL
(ii) Landfilling		
(iii) Other disposal operations		
Total		

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

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.**

Given the nature of our business as a technology-driven logistics platform, we do not use hazardous or toxic chemicals in our operations or processes. Our waste management efforts are accordingly centred on e-waste, for which we have established systems at an all-India level. We engage certified e-waste handlers for the environmentally sound disposal of e-waste. As part of our efforts to extend product life cycles and reduce e-waste, we also deploy refurbished laptops within our operations.

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**

S. No	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any
Not applicable, as BlackBuck does not operate in ecologically sensitive areas.			

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
N/A					

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:**

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

PRINCIPLE 7

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

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

1

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	SPF-Business and Innovation Advancement Forum	National

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

Name of authority	Brief of the case	Corrective action taken
	N/A	

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
			N/A		

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)
			N/A			

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

BlackBuck employs multiple channels to receive and address grievances from its stakeholders. While the Company recorded a profit in the most recent financial year, its net profits in the two preceding financial years were negative; consequently, the average net profit calculated over the immediately preceding three financial years, in accordance with Section 135 of the Companies Act, 2013, is negative. As a result, the Company is not obligated to incur expenditure equivalent to 2% of average net profits and has accordingly not undertaken any CSR-related projects or expenditure during the year. Stakeholders with any queries or grievances may contact the Company's Investor Relations team at https://www.blackbuck.com/investor-relations.html.

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

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers Directly from Within India	NA	NA

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 (Category)	FY 2025-26		FY 2024-25	
	Employee Count	Gross Pay	Employee Count	Gross Pay
Metro	189	50,868,509	148	80,861,467
Rural	70	22,289,985	202	100,730,304
Semi Urban	396	113,065,692	169	61,046,339
Urban	2,997	1,525,910,312	1,145	830,006,269
Total	**3,652**	**1,712,134,498**	**1,664**	**1,072,644,379**

Note- For FY25, the Company reported data pertaining only to permanent employees. For the current financial year, the data includes both permanent employees and employees engaged on a contractual basis.

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**

Customer Redressal Mechanism

1. **Multi-channel access:** Customers can reach us via a 24/7 dedicated helpline, a grievance email ID, the in-app help section, or our sales team, who interact with customers daily and can also log complaints directly into the system.
2. **Self-service resolution:** The in-app help section is fully equipped to address routine queries independently, offering self-service resolution tips for common issues.
3. **Instant, on-call resolution:** For queries received through other channels, our first endeavour is on-call, instant resolution, the approach followed for the majority of straightforward queries, enabling prompt resolution of most issues.
4. **Structured escalation for complex issues:** Queries requiring deeper investigation are routed through a defined internal escalation matrix with clear TATs, engaging the relevant issue-resolution and technical support teams to ensure maximum customer satisfaction.

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	N/A
Safe and responsible usage	N/A
Recycling and/or safe disposal	N/A

3 Number of consumer complaints in respect of the following:

<table>
<tr><th rowspan="2"></th><th colspan="2">FY 2025-26</th><th rowspan="2">Remarks</th><th colspan="2">FY 2024-25</th><th rowspan="2">Remarks</th></tr>
<tr><th>Received during the year</th><th>Pending resolution at end of year</th><th>Received during the year</th><th>Pending resolution at end of year</th></tr>
<tr><td>Data privacy</td><td colspan="3" rowspan="6">NIL</td><td colspan="3" rowspan="6">NIL</td></tr>
<tr><td>Advertising</td></tr>
<tr><td>Cyber-security</td></tr>
<tr><td>Delivery of essential services</td></tr>
<tr><td>Restrictive Trade Practices</td></tr>
<tr><td>Unfair Trade Practices</td></tr>
<tr><td>Other</td><td>1040</td><td>131</td><td>-</td><td>NIL</td><td>NIL</td><td></td></tr>
</table>

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

	Number	Reasons for recall
Voluntary recalls	N/A	N/A
Forced recalls	N/A	N/A

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

https://bb-website-public-assets.s3.ap-south-1.amazonaws.com/legal-assets/pdf/policies/IT+Security+Policy.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.

NIL

7 Provide the following information relating to data breaches:

a. Number of instances of data breaches along-with impact

No instances of data breach

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

Nil

c. Impact, if any, of the data breaches

Nil