



SHREE PUSHKAR CHEMICALS & FERTILISERS LTD.

CIN: L24100MH1993PLC071376

(A Government of India Recognised Export House)

An ISO 9001:2015 & 14001:2015 Certified Company

Office No. 301/302, 3rd Floor, Atlanta Center, Near Udyog Bhavan

Sonawala Road, Goregaon (East), Mumbai - 400063, India

Tel.: + 91 22 4270 2525 Fax: + 91 22 2685 3205

Date: 18th May, 2026

National Stock Exchange of India Limited, Exchange Plaza, Plot No. C/1, G Block, Bandra Kurla Complex, Bandra (East), Mumbai - 400051 Scrip Symbol: SHREEPUSHK	BSE Limited, Phiroze Jeejeebhoy Towers, Dalal Street, Fort, Mumbai - 400001 Scrip Code: 539334
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Dear Sir/Madam,

Subject: Investor Presentation - Q4 and FY26

Pursuant to Regulation 30 read with Regulation 46 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Investor presentation on the Q4 and FY26 Performance of the Company.

The said presentation is also available on the website of the Company i.e. <http://www.shreepushkar.com>.

This is for your information and records.

Thanking you.

Yours faithfully,

For Shree Pushkar Chemicals & Fertilisers Limited

Pankaj Manjani

Company Secretary & Compliance Officer

Encl.: as above



.....Stable, Sustainable & Smart Chemistry Company.....

- Speciality Textile Dyes
- Dyes Intermediates
- Acids
- Power
- Animal Health & Nutrition
- Fertilisers

Works at - B- 102 / 103, D – 25, B – 97, D - 18, D - 10, MIDC Lote Parshuram, Taluka Khed, Dist. Ratnagiri
Maharashtra, India.

GOTS / Approved

email: info@shreepushkar.com • www.shreepushkar.com

ZDHC gateway / Registered



SHREE PUSHKAR
CHEMICALS & FERTILISERS LTD.

(BSE: 539334 | NSE: SHREEPUSHK)

Q4 and FY26 Earnings Presentation

May 2026

Shree Pushkar: A Unique Zero Waste Company

	Fertilisers (46% FY26 Revenue)	Chemicals (54% FY25 Revenue)			Acid Complex	
Division	Fertilisers	Dye Intermediates	Dye Stuff	Animal Health & Nutrition	Acid Complex	
Products	<ul style="list-style-type: none"> Single Super Phosphate (SSP) Sulphate Of Potash Soil Conditioner Nitrogen Phosphorus Potassium (NPK) Complex Fertiliser (NPKS) (Upcoming) 	<ul style="list-style-type: none"> K- Acid Meta Ureido Aniline Vinyl Sulphone H- Acid R-Salt 	<ul style="list-style-type: none"> Specialty Dyes (Reactives) Bluesign Certification ZDHC Certification 	<ul style="list-style-type: none"> Animal Health Nutrition supplement feed ISI Certification 	<ul style="list-style-type: none"> Sulphuric Acid Oleum 23% & 65% Chloro Sulphonic Acid Thyonil Chloride 	
Customers	<ul style="list-style-type: none"> Farmers through 800 distributors across India 	<ul style="list-style-type: none"> Manufacturers of Synthetic Dyes 	<ul style="list-style-type: none"> Dyeing of textiles, particularly for cellulosic fibers (cotton, flax, and wool) 	<ul style="list-style-type: none"> Cattle & Poultry Feed manufacturers 	<ul style="list-style-type: none"> Fertilisers Business Chemicals Business 	
Operations	<p>5,90,200 MTPA (10,40,200 MTPA Post Expansion)</p> <ul style="list-style-type: none"> Units 2,4 & 6 at Ratnagiri (Unit 6 - under expansion) Unit 7 at Deewanganj Unit 8 at Meghnagar (under expansion) Unit 9 at Hisar 	<p>1,27,460 MTPA (1,99,460 MTPA Post Expansion)</p> <ul style="list-style-type: none"> Units 1,3,5 & 6 at Ratnagiri (Unit 5 & 6 - under expansion) 	<p>ZDHC gateway / Registered</p>		<p>IDYECOL</p> <p>Existing Facilities</p> <ul style="list-style-type: none"> 2 plants at Ratnagiri 1 plant at Hisar <p>Upcoming Facilities</p> <ul style="list-style-type: none"> 2 plant at Ratnagiri 1 plant at Meghnagar 	
Key Facts	7,17,660 Total Capacity (MTPA)	10.6 MW DC Ahilyanagar and Haryana Solar Power Plants	976.6 FY26 Revenue (Rs Cr)	12.2% FY26 ROE	15.3% FY26 ROCE	(0.01)x FY26 Net Debt/Equity

* Unit 6 at Ratnagiri serves both Chemicals and Fertilisers divisions

Shree Pushkar: Investment Case

Zero-Waste, Integrated Manufacturing Model

- Interlinked manufacturing setup anchored by the Acid Complex, enabling seamless by-product utilization across divisions
- Integrated operations optimizing resource and raw material utilization while strengthening cost efficiency across the value chain
- Waste Heat Recovery Power Plant and zero-effluent discharge system improve energy utilization and promote sustainability

Strategic Expansion & Self-Funded Growth

- Strategic growth plan at Meghnagar Unit 8, adding 3,00,000 MTPA capacity for the Complex Fertilisers
- Projects underway at Ratnagiri Units 5 and 6 adding 1,50,000 MTPA and 72,000 MTPA capacities across Fertilisers and Chemicals
- Growth to be funded through internal accruals and preferential allotment, reflecting strong cash flows and disciplined capital allocation

Comprehensive Manufacturing & Distribution Network

- Manufacturing platform with 9 facilities across Maharashtra, Madhya Pradesh, and Haryana
- Multi-location presence near key end-use markets supported by 800+ distributors and 14 offices across India for wider market reach
- Geographical presence provides strong coverage across the northern, central, and parts of eastern and southern regions of India

Sustainability-Led Efficiency & Renewables

- Established renewable base with an operational solar plants in Maharashtra and Haryana generating 10.6 MWDC of energy
- Expansion underway with additional solar plant units in Maharashtra generating 10.0 MWDC taking total capacity to 20.6 MWDC
- Renewable power and sustainability initiatives focused on zero-liquid discharge reduce grid dependence and carbon footprint

Operational Efficiency & Financial Performance

- Sales volume of ~3.25 lakh MTPA across Chemicals and Fertilisers demonstrates scale and capacity utilisation
- FY26 Revenue Rs. 976.6 Cr (+21% YoY); EBITDA Rs. 99.5 Cr (+19% YoY; 10.2% margin); PAT Rs. 70.1 Cr (+20% YoY)
- FY26 ROE of 12.2% and ROCE of 15.3%, reflecting profitability and capital efficiency
- Maintains Rs. 140.68 Cr in non-lien deposits as on 31st March 2026



Mr. Punit Makharia

Chairman and Managing Director

4,50,000 MTPA

Additional fertiliser capacity

72,000 MTPA

Additional chemical capacity

10.0 MWDC

Additional solar capacity

Funding

Internal accruals & preferential issue

“Shree Pushkar concluded FY26 with a steady financial and operational performance across both the Chemical and Fertiliser segments. For FY26, Revenue from Operations was Rs. 976.6 Cr, registering a growth of 21.1% YoY. The performance during the year was supported by improved realizations across both segments and higher volumes in the Chemical segment. EBITDA was Rs. 99.5 Cr with a margin of 10.2%, while PAT was Rs. 70.1 Cr with a margin of 7.1%. ROE improved to 12.2% in FY26 from 11.6% in FY25, while ROCE improved to 15.3% from 14.2%.

During Q4 FY26, the Company reported Revenue from Operations of Rs. 218.2 Cr, impacted by ongoing global supply chain disruptions. EBITDA for the quarter was Rs. 22.1 Cr with a margin of 10.1%, while PAT was Rs. 12.9 Cr with a margin of 5.8%.

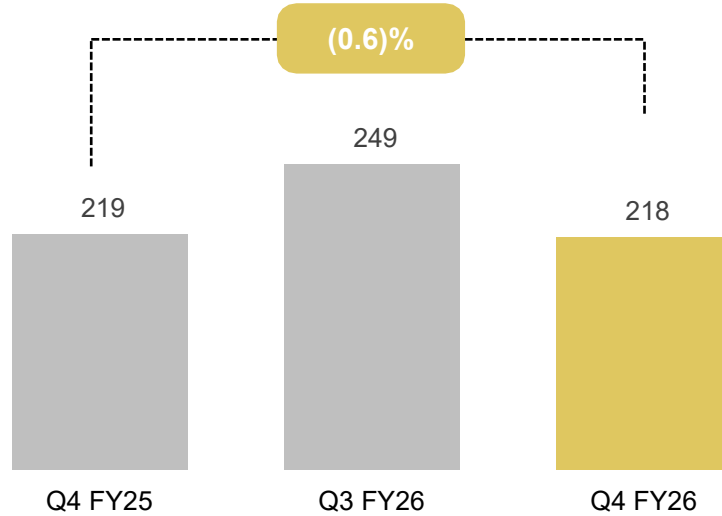
During the year, the Company continued to undertake capital expenditure towards expansion and integration initiatives across both segments. As of March 31, 2026, the Company had incurred capital expenditure of Rs. 189 Cr across its ongoing expansion projects and manufacturing facilities, funded through a combination of internal accruals and preferential allotment.

Regarding the ongoing expansion projects, the Company continues to make steady progress across its expansion and integration initiatives. While the commissioning of Ratnagiri Unit 5 and Unit 6 has experienced some delay due to external headwinds, the overall project execution remains on track. Additionally, the Company commissioned a 1.1 MW DC solar power plant during Q4 FY26, taking the total installed solar power capacity to 10.6 MWDC.

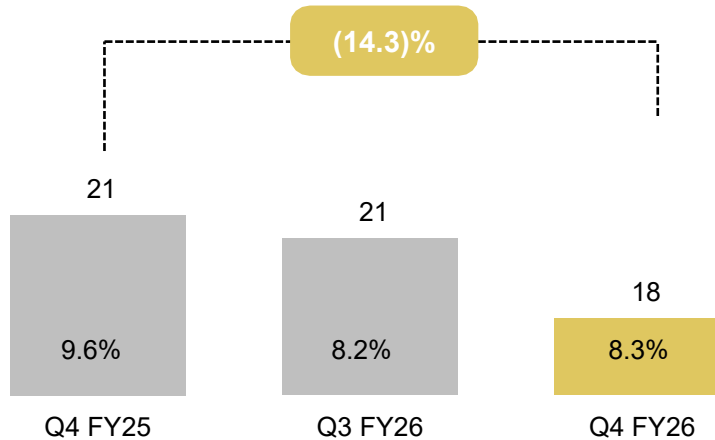
With continued emphasis on operational execution, capacity expansion, integration, and renewable energy initiatives, the Company remains focused on strengthening its manufacturing capabilities across both the Chemical and Fertiliser businesses to support future growth opportunities and long-term value creation.”

Q4 FY26 Consolidated Financial Highlights

Revenue

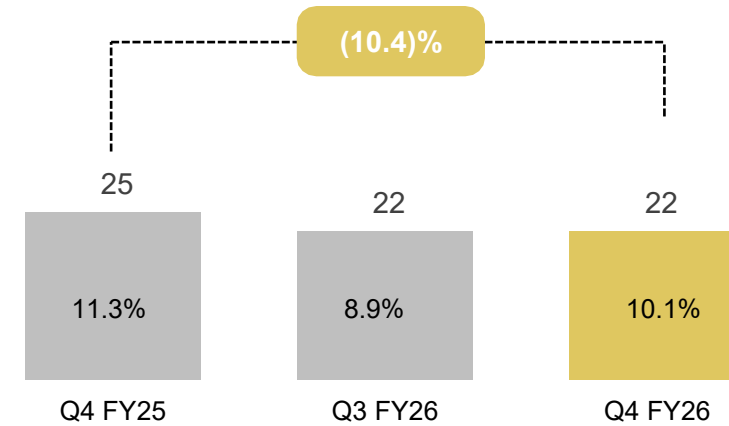


EBIT and Margin

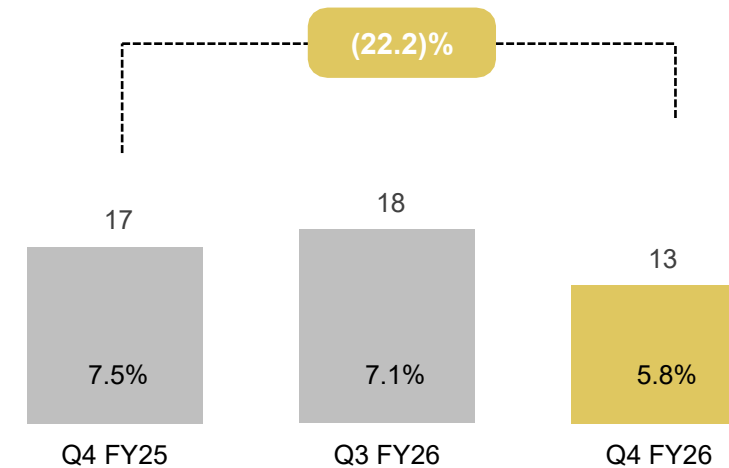


EBITDA and Margin

₹ in Cr

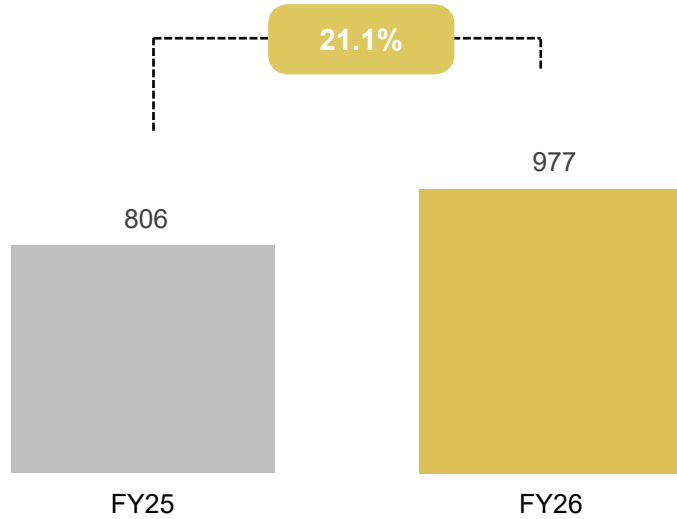


PAT and Margin



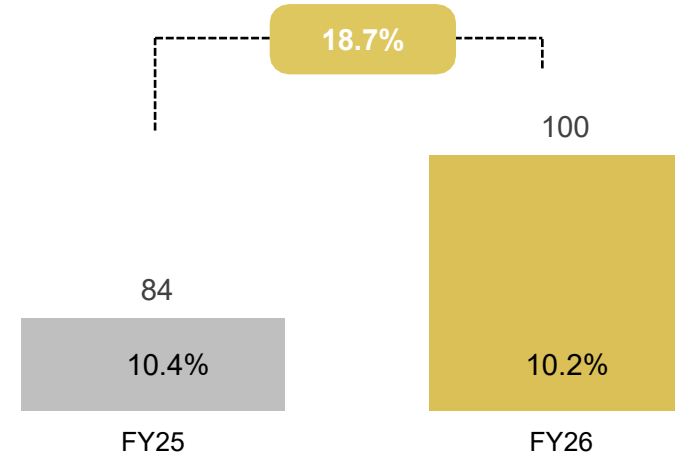
FY26 Consolidated Financial Highlights

Revenue

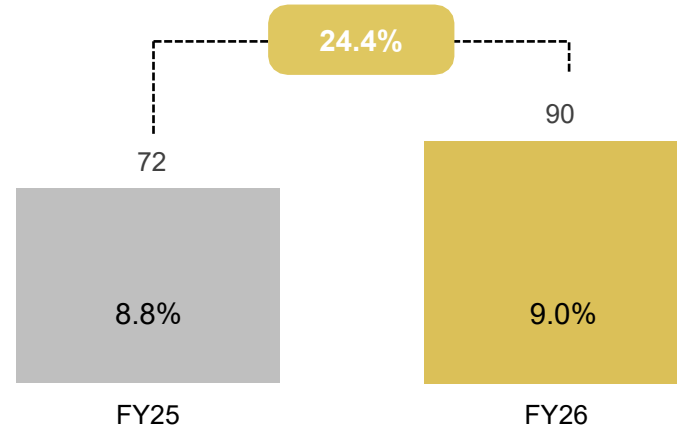


EBITDA and Margin

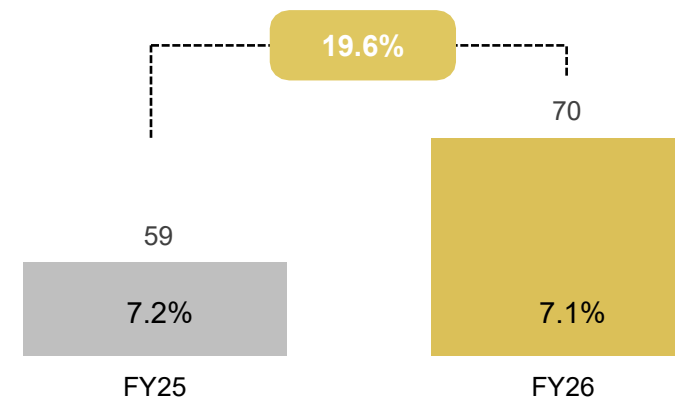
₹ in Cr



EBIT and Margin



PAT and Margin



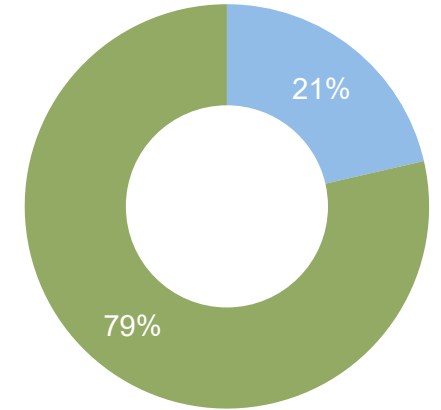
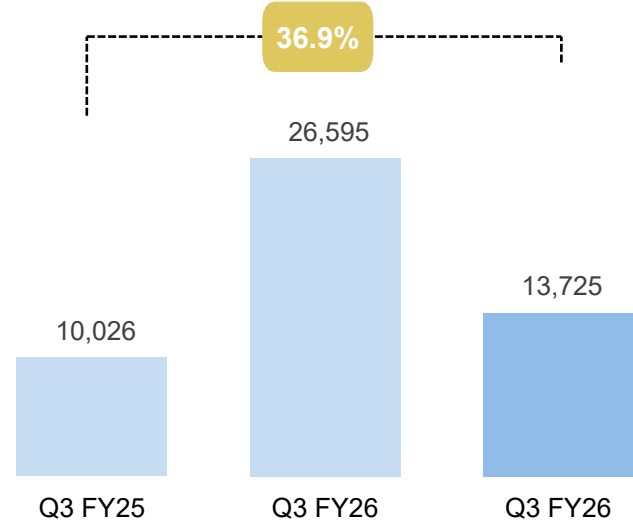
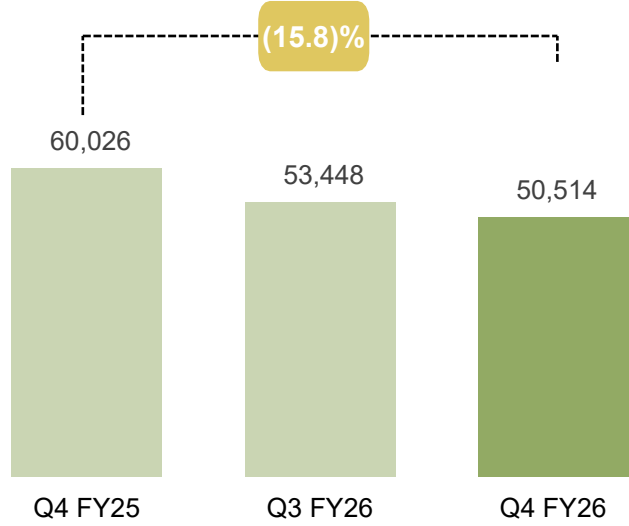
Q4 FY26 Consolidated Segmental Highlights

Fertilisers

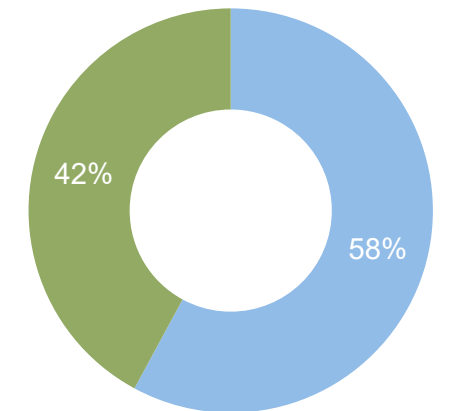
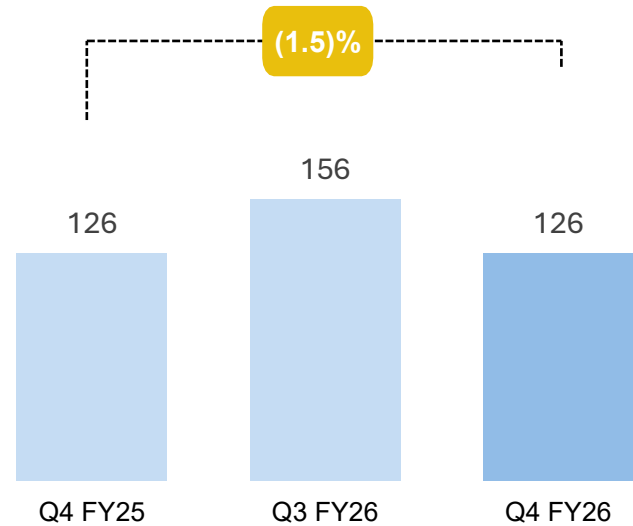
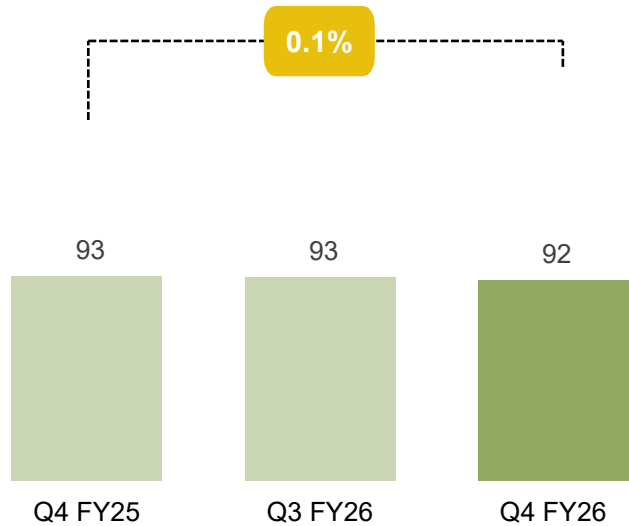
Chemicals

Contribution (%)

Sales (MT)



Sales (Rs Cr.)



Fertilisers Chemicals

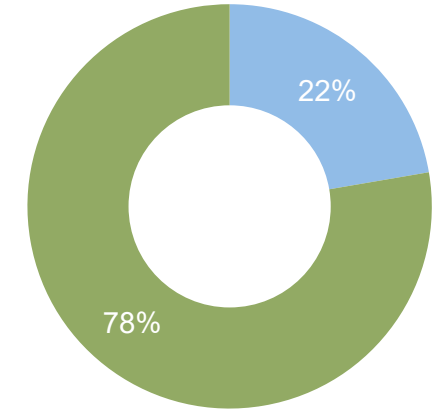
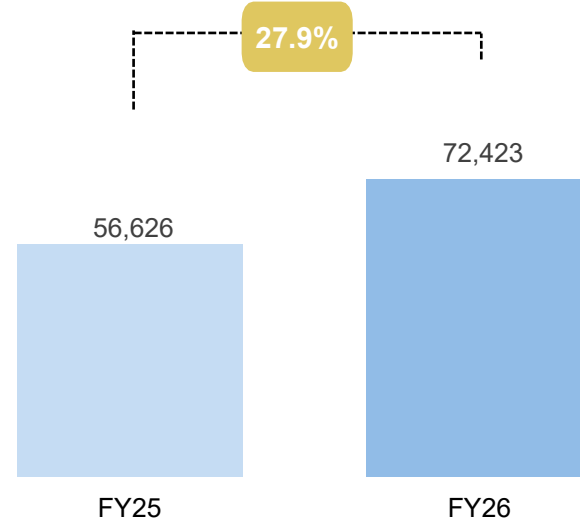
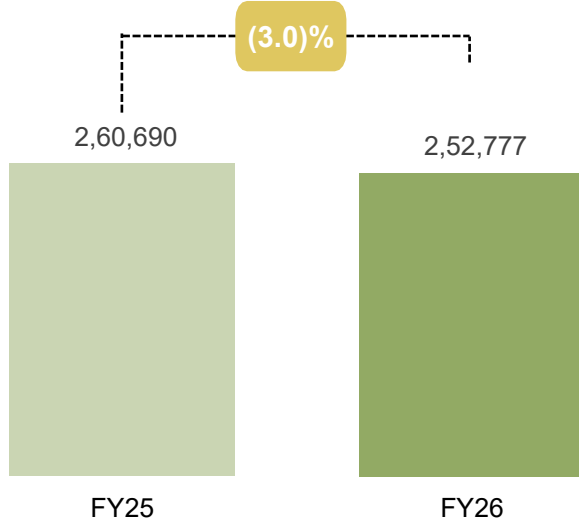
FY26 Consolidated Segmental Highlights

Fertilisers

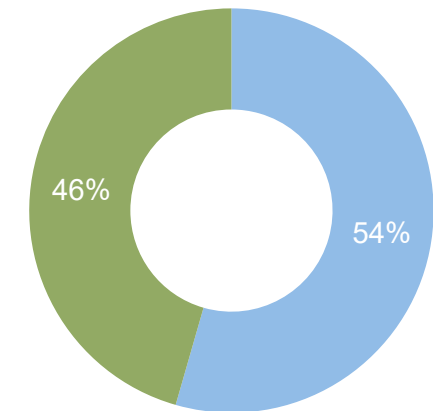
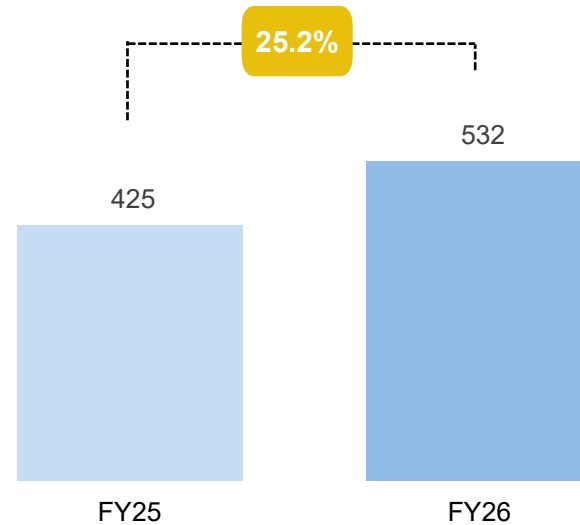
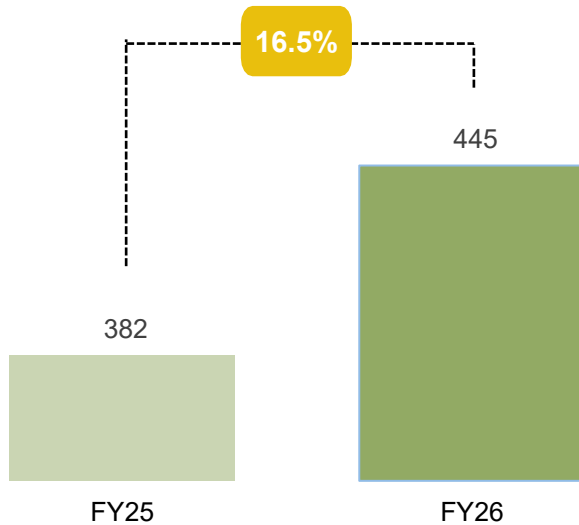
Chemicals

Contribution (%)

Sales (MT)



Sales (Rs Cr.)



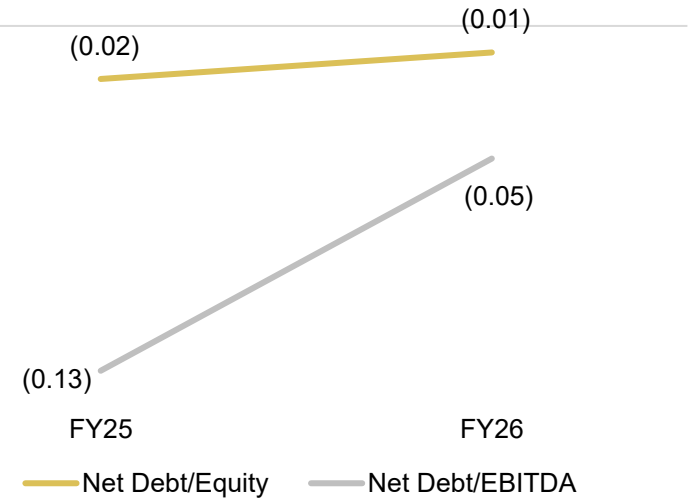
Fertilisers Chemicals

Key Ratios Capital Structure and Cash Flows

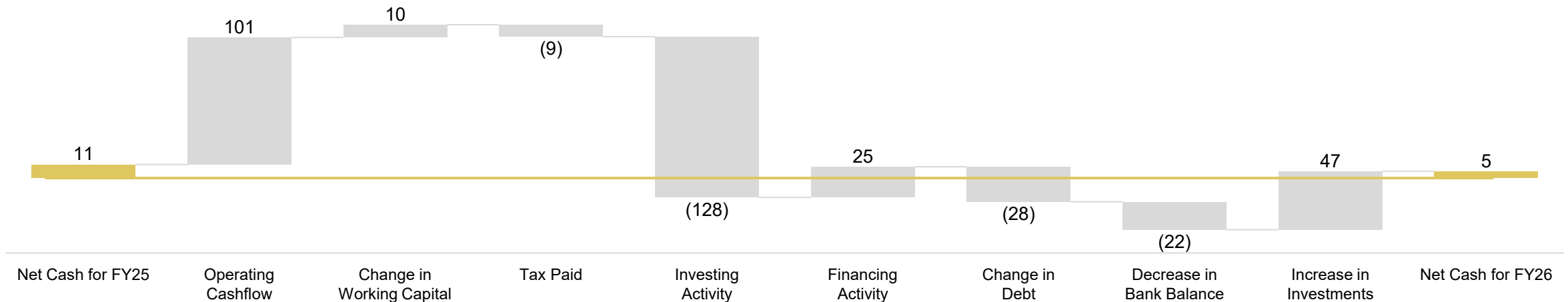
₹ in Cr

(Rs. Crores)	FY25	FY26
Long Term Debt	0	23
Short Term Debt	99	104
Total Debt	99	127
(-) Cash & Cash Equivalents	2	1
(-) Bank Balance	22	0
(-) Investments	85	131
Net Debt	(11)	(5)
Total Equity	539	610
Net Debt / Equity	(0.02)x	(0.01)x

Net Debt to Equity and EBITDA



Cash Flow Analysis



Q4 and FY26 Consolidated Profit and Loss Statement

Profit & Loss Statement (Rs. Cr)	Q4 FY26	Q4 FY25	Y-o-Y	Q3 FY26	Q-o-Q	FY26	FY25	Y-o-Y
Revenue from Operations	218.2	219.4	(0.6)%	248.9	(12.3)%	976.6	806.3	21.1%
Cost of Materials Consumed	132.8	174.1		189.1		625.1	557.4	
Changes in Inventories	1.6	(39.9)		(19.6)		20.0	(48.0)	
Gross Profit	83.7	85.2	(1.7)%	79.3	5.6%	331.5	296.9	11.7%
GP Margin %	38.4%	38.8%		31.9%		33.9%	36.8%	
Employee Benefits Expense	15.7	14.2		13.9		54.1	51.3	
Other Expenses	45.9	46.4		43.3		177.8	161.7	
EBITDA	22.1	24.7	(10.4)%	22.1	0.3%	99.5	83.9	18.7%
EBITDA Margin %	10.1%	11.3%		8.9%		10.2%	10.4%	
Other Income	2.0	2.5		4.5		13.5	10.8	
Depreciation and Amortisation Expense	5.8	5.8		5.9		23.5	22.6	
EBIT	18.3	21.4	(14.3)%	20.7	(11.5)%	89.6	72.0	24.4%
Finance Costs	0.9	1.0		0.7		4.5	2.3	
PBT	17.4	20.4	(14.4)%	20.0	(12.6)%	85.1	69.7	22.0%
Total Tax Expense	4.6	3.8		1.9		15.0	11.1	
Profit for the year	12.9	16.5	(22.2)%	18.1	(28.8)%	70.1	58.6	19.6%
PAT Margin %	5.8%	7.5%		7.3%		7.1%	7.2%	

Consolidated Balance sheet as of 31st March 2026

Equity & Liabilities (Cr)	Mar 26	Mar 25
Equity		
(a) Equity Share Capital	32.3	32.3
(b) Other Equity	577.8	506.5
Total Equity	610.1	538.9
Non-Current Liabilities		
(a) Financial Liabilities		
(i) Lease liabilities	1.8	2.3
(ii) Borrowings	23.5	0.2
(b) Provisions	2.0	1.8
(C) Deferred Tax Liabilities (Net)	43.2	38.9
(C) Other Non-current Liabilities	1.8	1.6
Total Non-Current Liabilities	72.3	44.7
Current Liabilities		
(a) Financial Liabilities		
(i) Borrowings	103.6	99.0
(ii) Lease Liabilities	2.5	2.0
(iii) Trade Payables	160.3	157.2
(iv) Other Financial Liabilities	0.2	0.0
Other Current Liabilities	18.3	23.4
Provisions	0.0	0.0
Current tax liabilities (net)	3.1	1.8
Total Current Liabilities	287.9	283.4
Total Equity & Liabilities	970.3	867.0

Assets (Cr)	Mar 26	Mar 25
Non-Current Assets		
(a) Property, Plant and Equipment	300.5	302.7
(b) Capital Work in Progress	149.4	54.3
(c) Goodwill	4.9	4.9
(d) Intangible Assets Under Development	0.0	0.0
(e) Financial Assets		
(i) Investments	9.5	9.7
(ii) Others Financial Assets	4.6	4.5
Other Non-Current Assets	18.9	17.8
Total Non-Current Assets	487.8	393.9
Current Assets		
(a) Inventories	136.2	160.3
(b) Financial Assets		
(i) Investments	131.1	84.6
(ii) Trade Receivable	179.2	174.3
(iii) Cash and Cash Equivalents	0.7	2.7
(iv) Bank Balances Other Than Above	0.0	22.3
(iv) Loans	0.2	0.2
(iv) Other Financial Assets	0.0	0.0
(c) Other Current assets	35.0	28.7
Total Current Assets	482.5	473.1
Total Assets	970.3	867.0

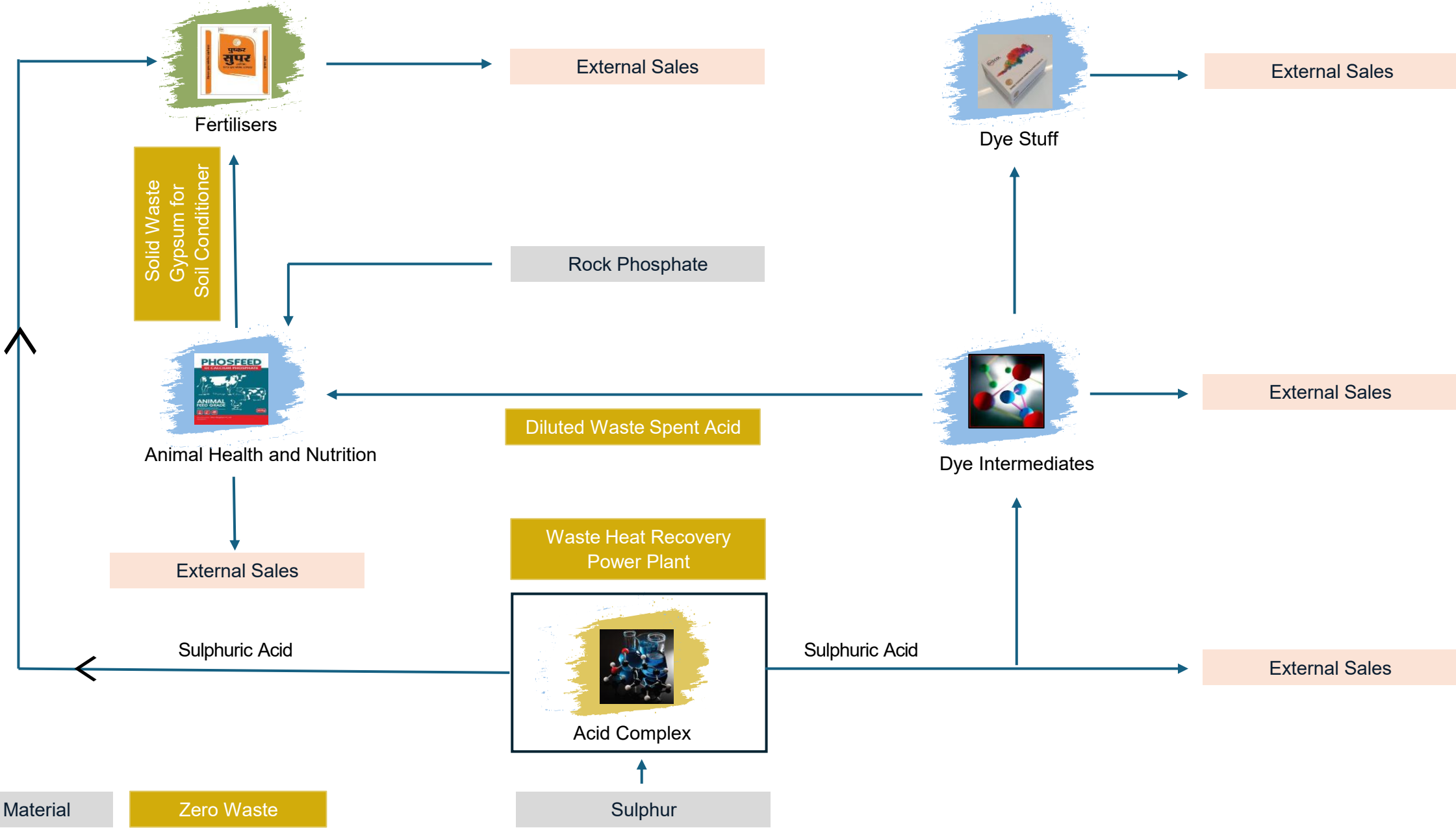
Consolidated Cash Flow Statement

Cash Flow Statement (Rs. Cr)	Mar 26	Mar 25
Cash Flow from Operating Activities		
Profit before Tax	85.1	69.7
Adjustment for Non-Operating Items	16.0	14.4
Operating Profit before Working Capital Changes	101.1	84.1
Changes in Working Capital	10.1	(36.6)
Cash Generated from Operations	111.2	47.5
Less: Direct Taxes paid	(9.4)	(10.0)
Net Cash from Operating Activities	101.8	37.5
Cash Flow from Investing Activities	(128.4)	(34.8)
Cash Flow from Financing Activities	24.5	(0.4)
Net increase/ (decrease) in Cash & Cash equivalent	(2.0)	2.3
Cash and cash equivalents at the beginning of the year	2.7	0.4
Cash and cash equivalents at the end of the period	0.7	2.7

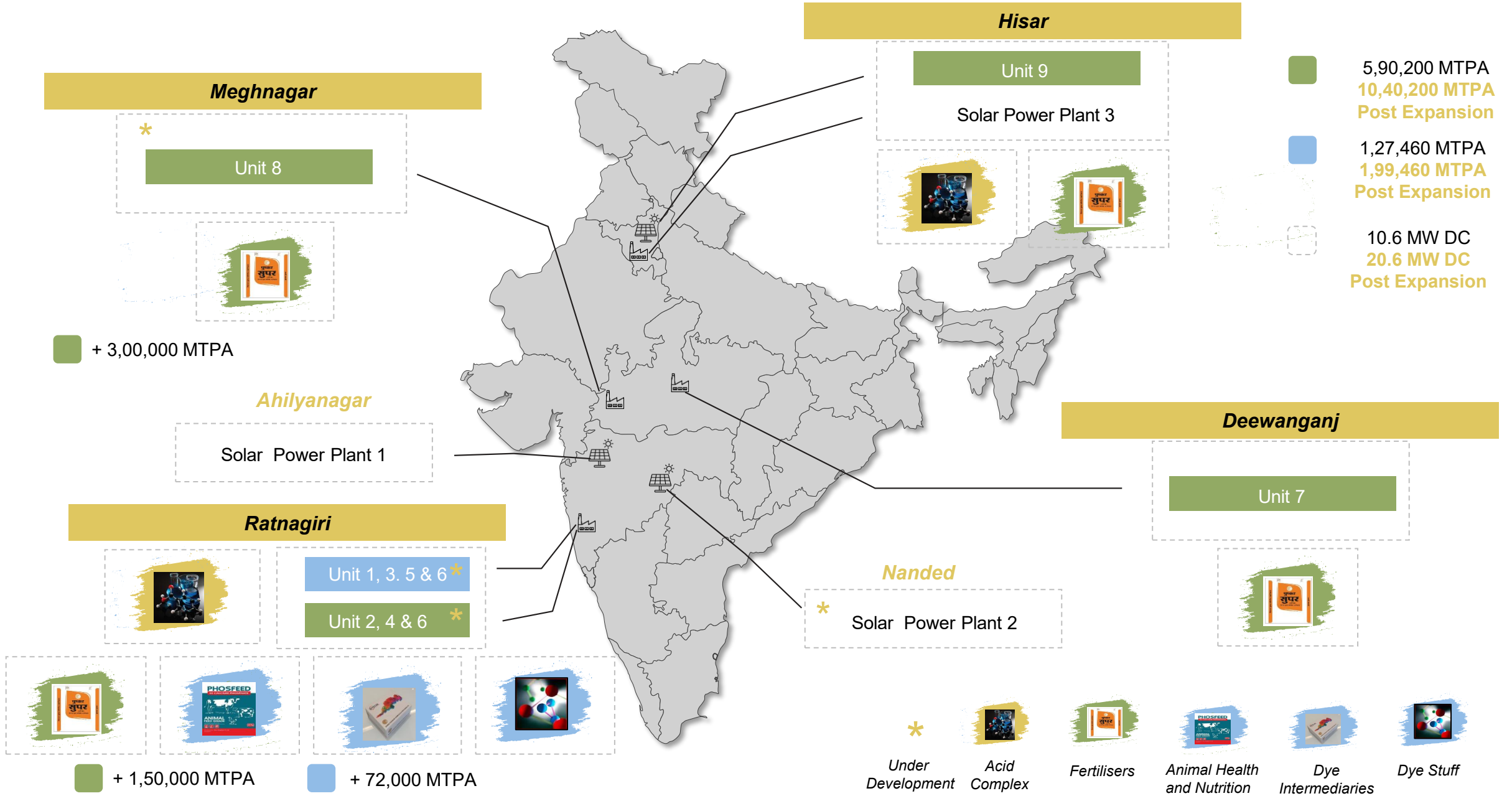
Historical Consolidated Profit and Loss Statement

Profit & Loss Statement (Rs. Cr)	FY26	FY25	FY24	FY23	FY22	FY21
Revenue from Operations	976.6	806.3	726.2	684.0	584.0	354.9
Cost of Materials Consumed	625.1	557.4	464.0	431.1	375.5	199.6
Changes in Inventories	20.0	(48.0)	17.1	(0.1)	(17.7)	12.4
Gross Profit	331.5	296.9	245.1	253.1	226.2	142.9
GP Margin %	33.9%	36.8%	33.8%	37.0%	38.7%	40.3%
Employee Benefits Expense	54.1	51.3	47.2	42.4	38.2	27.0
Other Expenses	177.8	161.7	137.2	142.3	108.3	72.7
EBITDA	99.5	83.9	60.7	68.4	79.7	43.2
EBITDA Margin %	10.2%	10.4%	8.4%	10.0%	13.6%	12.2%
Other Income	13.5	10.8	10.7	7.9	7.2	6.7
Depreciation and Amortisation Expense	23.5	22.6	21.6	18.5	14.1	12.6
EBIT	89.6	72.0	49.8	57.8	72.7	37.3
Finance Costs	4.5	2.3	1.6	2.2	2.0	1.5
PBT	85.1	69.7	48.2	55.6	70.8	35.9
Total Tax Expense	15.0	11.1	11.2	18.3	15.2	7.3
Profit for the year	70.1	58.6	37.1	37.2	55.5	28.5
PAT Margin %	7.1%	7.3%	5.1%	5.4%	9.5%	8.0%

Shree Pushkar: A Unique Zero Waste Company



Integrated Manufacturing: 9 Facilities and 3 Solar Plants (1/2)



* Unit 6 at Ratnagiri serves both Chemicals and Fertilisers division

Integrated Manufacturing: 9 Facilities and 3 Solar Plants (2/2)

Fertilisers



Unit 2: Ratnagiri, Maharashtra



Unit 7: Deewanganj, M.P.



Unit 4: Ratnagiri, Maharashtra



Unit 8: Meghnagar, M.P.*



Unit 6: Ratnagiri, Maharashtra



Unit 9: Hisar, Haryana

Chemicals



Unit 1: Ratnagiri, Maharashtra



Unit 3: Ratnagiri, Maharashtra



Unit 5: Ratnagiri, Maharashtra

Solar



Solar Power Plant 1
Ahilyanagar, Maharashtra



Solar Power Plant 2*
Nanded, Maharashtra



Solar Power Plant 3
Hisar, Haryana

* Upcoming Plant

Strategic Growth Investments



	Fertilisers	Fertilisers	Chemicals	Chemicals	Solar Power	
Units / Plants	Unit 8 *	Unit 6 *		Unit 5 *	Solar Power Plant 2 *	Solar Power Plant 3
Location	Meghnagar, Madhya Pradesh	Ratnagiri, Maharashtra		Ratnagiri, Maharashtra	Nanded, Maharashtra	Hisar, Haryana
Capex Planned (Rs. Cr)	350	85		37	35	5
Capex Incurred (Rs. Cr)	46	66		37	35	5
Capex Outstanding	304	19		0	0	0
Upcoming Capacity	3,00,000 MTPA	1,50,000 MTPA	66,000 MTPA	6,000 MTPA	10 MW DC	1.1 MW DC
Rationale	Complex Fertilisers	Complex Fertilisers	Acid Complex	Capacity Expansion	Under 'Open access scheme'	Captive Consumption
Target Completion Date	March 2028	June 2026		April 2026	April 2026	Commissioned in Q4 FY26

Rs 512 Cr
Total Capex Planned

Rs 189 Cr
Total Capex Incurred

Rs 323 Cr
Total Capex
Outstanding

4,50,000 MTPA
Additional
Fertiliser capacity

72,000 MTPA
Additional
Chemical capacity

10.0 MW DC
Additional
Solar capacity

Funding
Internal accruals &
preferential issue

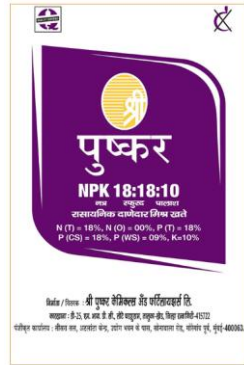
* Upcoming Plant

* Unit 6 at Ratnagiri serves both Chemicals and Fertilisers division.

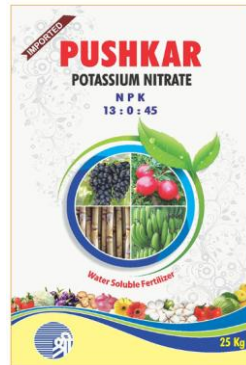
Balanced fertiliser portfolio driving growth across product categories and geographies



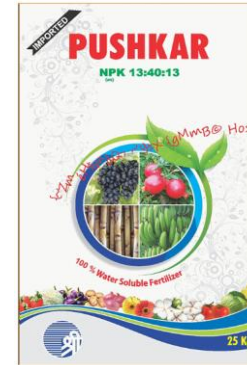
Single Super Phosphate



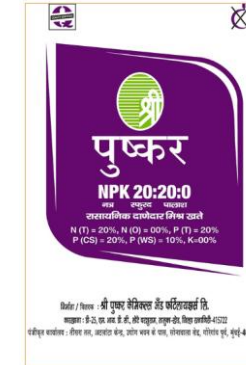
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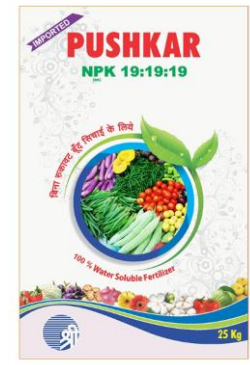
NPK 13:0:45



NPK 13:40:13



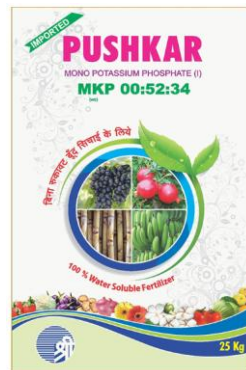
NPK 20:20:0



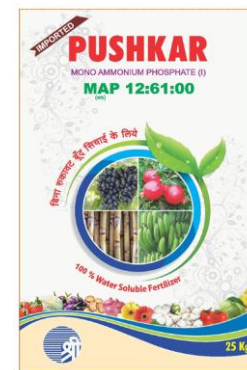
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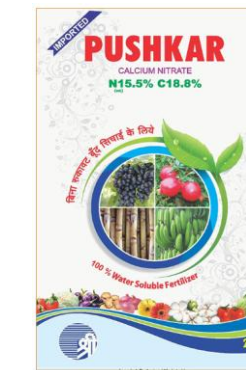
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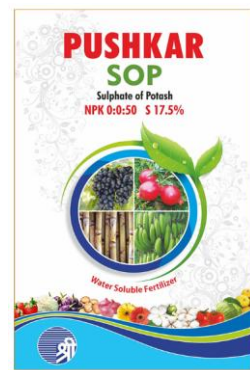
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MAP 12:61:00



Calcium Nitrate



Sulphate of Potash

For more details of our products, please visit : <https://www.shreepushkar.com/fertilizers/>

Shree Pushkar: Dyecol Portfolio

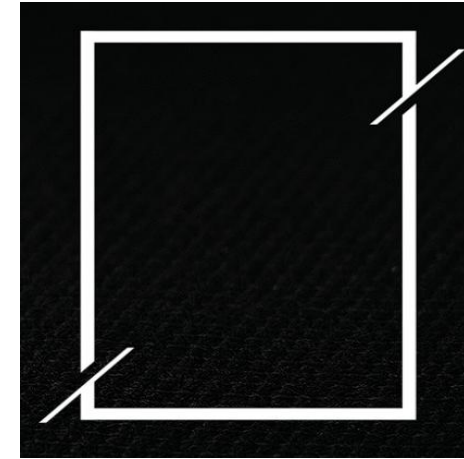
Color Series



Royal Blue Series

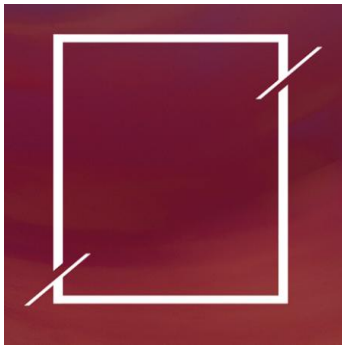


Turquoise Blue Series



Blank Series

Reactive Dyes



CELLF Reactive Dyes



CELLF & PR Reactive Dyes

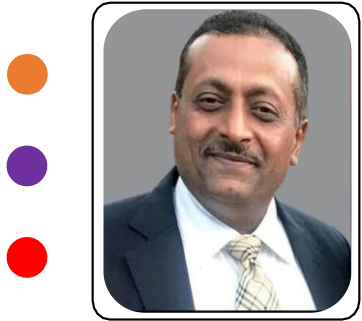


DR Reactive Dyes



SS Reactive Dyes

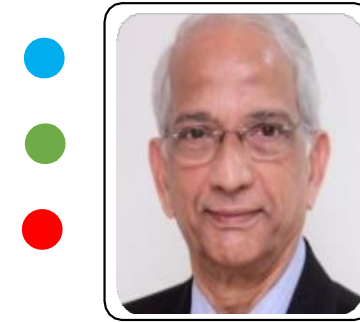
Board Of Directors



Mr. Punit Makharia
Chairman and
Managing Director



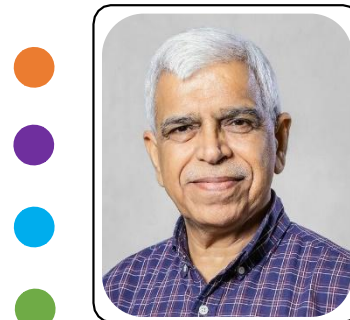
Mr. Gautam Makharia
Joint Managing Director



Mr. Ramakant Nayak
Non-Executive Non-Independent Director



Mr. Ishtiaq Ali
Non-Executive Independent Director



Mr. Satpal Arora
Non-Executive Independent Director



Mrs. Barkharani Nevatia
Non-Executive Independent Director


Audit Committee

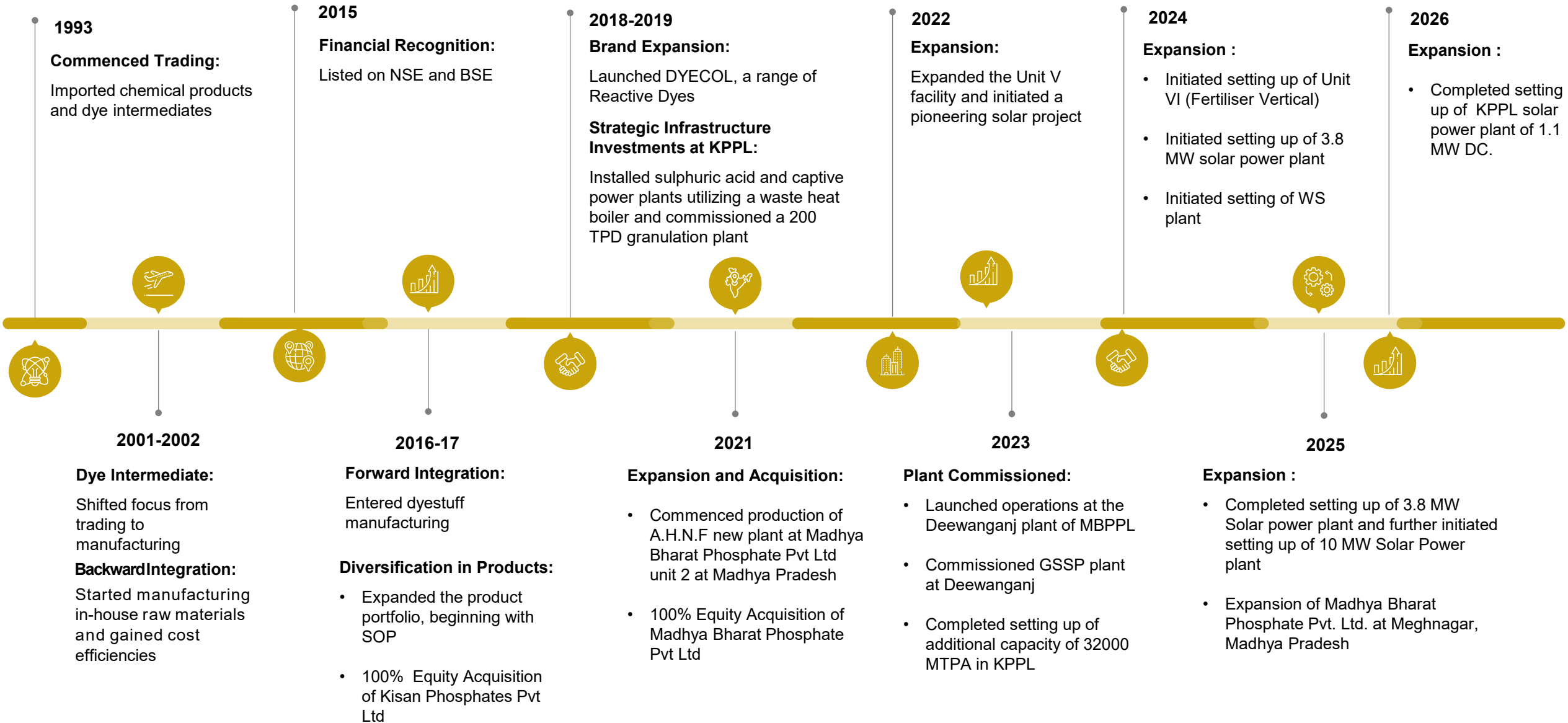

Corporate Social Responsibility
Committee


Risk Management Committee


Nomination and Remuneration Committee

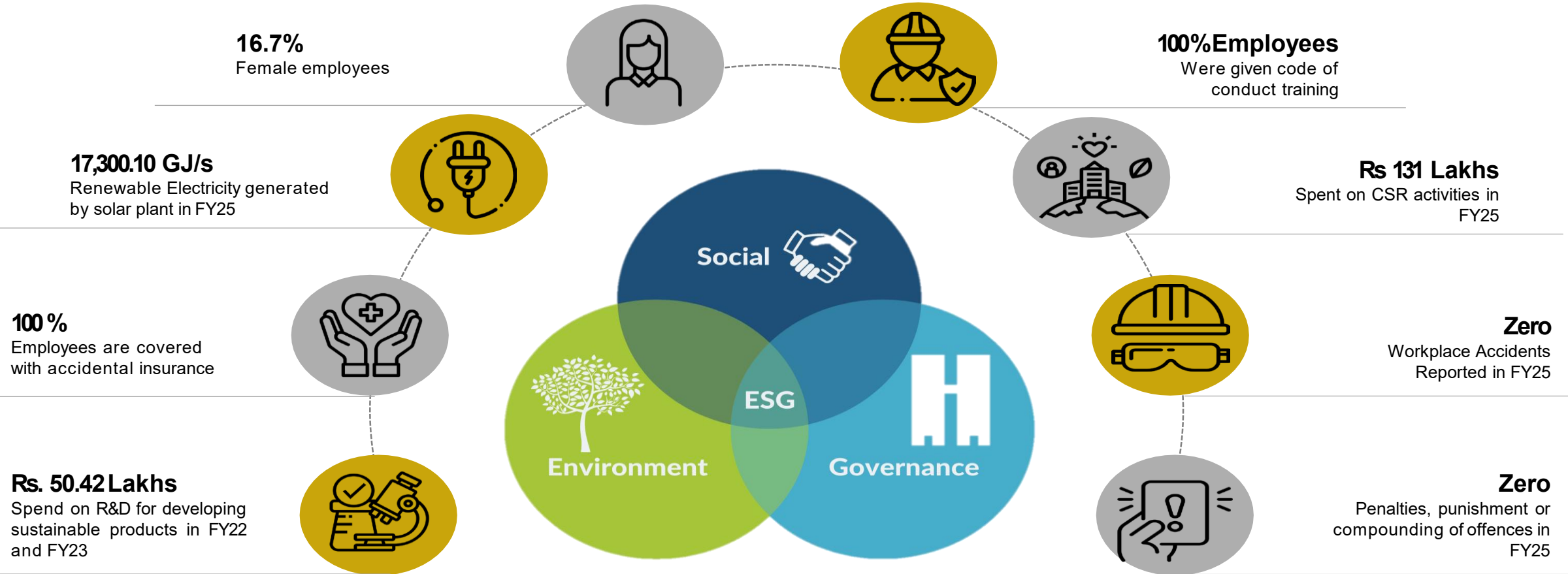

Stakeholder's Relationship
Committee

Corporate Milestones: 1993 to 2026



ESG: Sustainability at its Core

We place sustainability high on our agenda as it is an integral part of our business strategy



Visit Our Real Time ESG Disclosure Platform

Click to access ESG Profile



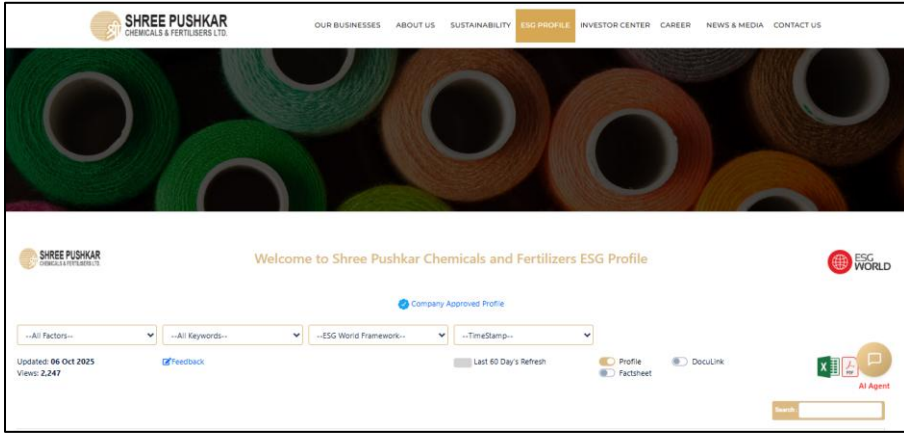
With this new AI-powered enhancement, our ESG Profile now enables stakeholders to:

- Engage in real time through an interactive, OpenAI-powered chatbot
- Receive customised responses to ESG-related queries on disclosures, data, and performance
- Experience clear and transparent engagement throughout our ESG journey
- Copy and paste responses easily for use in reports, briefing notes, and related documentation

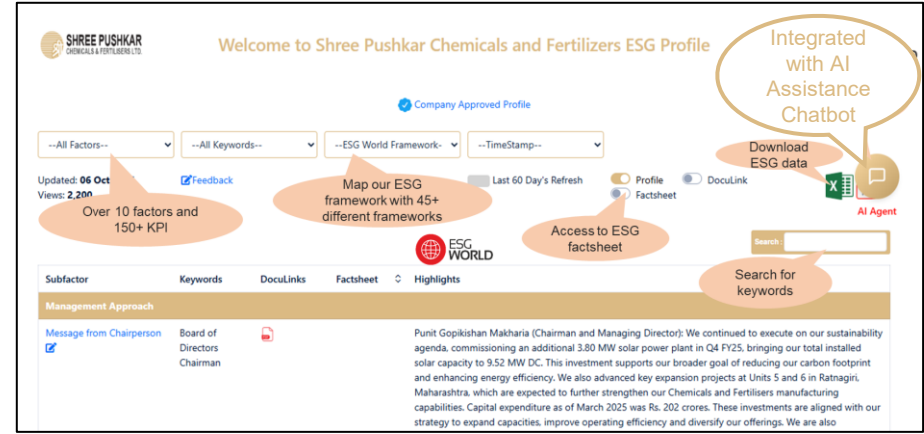
<https://www.shreepushkar.com/>

AI - ESG Profile: 15 Factors and 493 Subfactors

Shree Pushkar Website

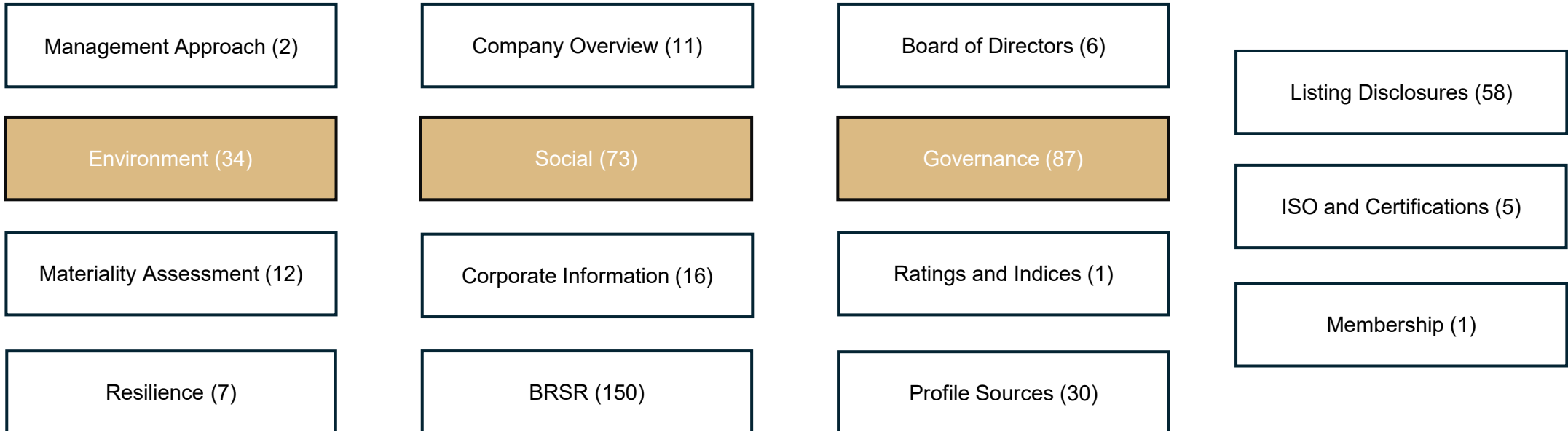


ESG Disclosure Platform



Shree Pushkar ESG Profile Link ([Click Here](#))

ESG Factors (15)



ESG Quantitative Performance Metrics

FY2025

Environment (4)	Social (8)		Governance (4)	Others (4)
17,300 GJ Renewable Energy Consumed	~85% Employees covered under Gratuity	Nil Complaints Reported under Sexual Harassment	50% Independent Board of Directors	ISO 9001:2015 Quality Management System
0.000092 GJ/Revenue Energy Intensity	87.6% Number of Trained Staff	5% Gross Salary Paid to Female Workforce	16.7% Female Board Composition	ISO 14001:2015 Environmental Management System
81,497 KL Amount of Water Withdrawn	0.02% Amount Spend on Employees Well-being	Nil Incident Management Reporting	Nil Penalty Disclosures	ISO 45001:2018 Occupational Health and Safety
23.21% Environmental capex investment	Rs. 13.18 Million Spent on CSR Activities	100% Employees Accident Insurance Coverage	Nil Number of Data Breach Incidents	ZDHC Zero Discharge of Hazardous Chemicals (ZDHC) Certified

“We continued to execute on our sustainability agenda, commissioning an additional 3.80 MW solar power plant in Q4 FY25, bringing our total installed solar capacity to 9.52 MW DC. This investment supports our broader goal of reducing our carbon footprint and enhancing energy efficiency.”

Punit Makharia, Chairman and Managing Director

Environment (34)

- | | |
|---|---|
| 1) Environment Strategy in Place | 18) Transition to Renewable Energy |
| 2) Environmental Reporting | 19) Clean Technology Initiatives |
| 3) Environmental Capital Budgeting | 20) Amount of Air Pollution |
| 4) Innovation and Product Stewardship | 21) Air Pollution History |
| 5) Low Carbon Products | 22) Air Pollution Reduction Initiatives |
| 6) GHG Reduction Initiatives | 23) Reduction in Plastic Use |
| 7) Amount of Water Usage | 24) Amount of Waste Generated |
| 8) Sources of Water | 25) Amount of Hazardous Waste Generated |
| 9) Amount of Water Withdrawn | 26) Amount of Non-Hazardous Waste Generated |
| 10) Water Usage History | 27) Waste Generation History |
| 11) Water Savings Initiatives | 28) Waste Reduction Initiatives |
| 12) Waste Water Safe Discharge | 29) Recycling Waste |
| 13) Energy Consumption | 30) E-Waste Management |
| 14) Energy Efficiency History | 31) Eliminating Landfill Waste |
| 15) Energy Efficiency Initiatives | 32) Delays on Environmental Regulatory Requirements |
| 16) Energy Intensity | 33) Fuel Costs |
| 17) Renewable Energy Consumption | 34) Fuel Efficiency |

Social (73)

1) Social Strategy in Place	19) Gross Salary Paid to Female Workforce	37) Number of Trained Staff	55) Freedom of Association Allowed
2) Communication of Labour Policy	20) Staff Turnover Rate	38) Flexible Working Arrangements for Employees	56) Anti Discrimination Workplace
3) Supplier Responsibility Initiatives	21) Return to Work and Retention Rates for Parental Leave	39) Fair Wage, Benefits and Contracts	57) Anti Harassment Workplace and Unconscious Bias Training
4) Awareness Programs for Supply Chain	22) Health and Safety Policies	40) Family Rehabilitation and Employment Placements	58) Anti Harassment Workplace
5) Statutory Dues Compliance for Value Chain Partners	23) Health and Safety Initiatives	41) Minimum Wages Paid	59) Complaints on Sexual Harassment on Workplace
6) Supply Chain Assessment	24) Health and Safety Systems and Processes	42) Location Based Wages Paid for Job Creation	60) Board of Directors Training
7) Suppliers Code of Conduct	25) Incident Management Reporting	43) Compulsory Employer Pensions	61) Policy Breach Action Taken
8) Customer Responsibility Initiatives	26) Lost Time Injuries and Lost Time Frequency Rate	44) Fair Working and Living Conditions	62) Broader Education Initiatives
9) Customer Grievance Mechanism	27) Total Recordable Injury Frequency Rate	45) Employee Well Being Programs	63) Supporting Protected Classes
10) Product/Service Safety and Quality Metrics	28) Fatalities Reporting	46) Amount Spend on Employees Well-being	64) Effective Grievance Mechanisms
11) Product Recalls	29) Independent Health and Safety Verification	47) Employee Engagement Initiatives	65) People Policy
12) Board of Directors Gender Composition	30) Emergency Procedure Guidelines	48) Employee Performance Appraisal	66) Health and Safety Parameter in Supply Chain
13) Workforce Gender Composition	31) Maternity Leave Policy	49) Employee Performance Reviews	67) Human Rights and Modern Slavery Risk Management
14) Contractors Part of Workforce	32) Accessibility for Differently Abled Employees	50) Formal Employee Feedback Response	68) Customer Satisfaction Survey
15) Differently Abled Workforce	33) Labour Management Commitment	51) Respecting Employee Rights	69) Community Support Initiatives
16) Pay Performance Gap Management	34) Talent Attraction and Retention	52) Preventing Forced and Bonded Labour	70) Community Investment Policy
17) CEO to Employee Compensation Ratio	35) People Analytics for Strategic Workforce Planning	53) Preventing Child Labour	71) Wider Stakeholder Initiatives
18) Median Salary of Employees	36) Workforce Training	54) Collective Bargaining Allowed	72) Community Grievances Mechanism
			73) Total Donations Made and Philanthropy

AI - ESG Profile: 15 Factors and 493 Subfactors (3/3)

Governance (87)

1) Corporate Governance Policies	23) Non-Compliant Staff Actions	45) Board Independence Criteria	67) Family Ownership
2) Governance Oversight Framework	24) Strikes and Lockouts	46) Entrenched Board of Directors	68) Executive Shareholder Ownership
3) Board Oversight on Financial Statements	25) Accounts Payables Days	47) Average Tenure of Board Members	69) Material Executive Share Trading
4) Allocation of Duties and Responsibilities	26) Concentration of Purchases and Sales	48) Founders Represented on Board	70) Executive Pay Disclosures
5) Corporate Culture Management	27) Tax Transparency Disclosures	49) Audit Committee Composition	71) Executive Pay Performance Alignment Policies
6) Behaviour and Business Ethics	28) Material Controversies Identified	50) Audit Committee Gender Composition	72) Median Remuneration of Board of Directors
7) ESG Listing Disclosure Compliance	29) Concerns Identified in Audit Report	51) Remuneration Committee Composition	73) Governmental Institutions with More than 5% of Voting Rights
8) Implementation of Codes of Conduct	30) Auditor's Report on Financial Statements	52) Remuneration Committee Gender Composition	74) Shareholding Details
9) Scope of Policies and Practices	31) Standalone Financial Statements	53) Nomination Committee Composition	75) Voting Rights
10) Board Oversight on Sustainability Policies	32) Consolidated Financial Statements	54) Nomination Committee Gender Composition	76) Dual Classes of Shares
11) Dedicated Person for Risk Management	33) Auditor and Fee Disclosure	55) Risk Committee Gender Composition	77) Voting Results Transparency
12) Risk Management Processes	34) CEO / Chairperson Separation	56) Risk Committee Composition	78) Disclosure of Board and Subcommittee Attendance
13) Fraud Risk Control Policies	35) Directors / Senior Management Development Programs	57) CSR Committee Composition	79) Failure to Secure Voting Approval
14) Anti Corruption Policy	36) Regular Self-Assessment of Board Performance	58) CSR Committee Gender Composition	80) Shareholder Rights and Relations Policy
15) Anti Corruption Training	37) CEO and Board Compensation	59) Board Member Alternative Commitments	81) Sensitivity Analysis and Stress Testing
16) Related Party Transactions	38) Board Composition	60) Financial Expertise on Audit Committee	82) Stakeholder Inclusiveness
17) Anti Competitive Practices Controls	39) Board Overview	61) Audit Committee Oversight on Financial Statements	83) Soliciting Shareholder ESG Feedback
18) Whistle Blower Policy	40) Disclosure of Board Age Ranges	62) Responsibilities of Audit Committee	84) Soliciting Stakeholder ESG Feedback
19) Dividend Distribution Policy	41) Board Skill Map Matrix	63) Conflicts of Interest	85) Data Privacy Policy
20) Penalty Disclosures	42) Non-Executive Board of Directors	64) Government Controlling Stake	86) Number of Data Breach Incidents
21) Environmental, Social or Ethical Violations	43) Independent Board of Directors	65) Shareholder over 20% Ownership	87) Auditor Tenure
22) Environmental, Social or Ethical Litigation Claims	44) Board Independence Statement	66) Directors' Shareholder Ownership	

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