APAR

Tomorrow's solutions today

SEC/2508/2026 **By E-Filing** August 25, 2026

National Stock Exchange of India Limited "Exchange Plaza", C-1, Block G, Bandra- Kurla Complex, Bandra (E), Mumbai – 400 051. **Scrip Symbol : APARINDS** **Kind Attn.: Listing Department**	BSE Limited Corporate Relations Department, Phiroze Jeejeebhoy Towers, Dalal Street, Fort, Mumbai - 400 001. **Scrip Code : 532259** **Kind Attn. : Corporate Relationship Department**

Sub. : Submission of Business Responsibility & Sustainability Report 2025-26 of APAR Industries Limited (the Company) pursuant to Regulation 34(2)(f) and all other applicable regulations, if any, of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time.

Dear Sir/Madam,

Pursuant to the subject referred regulation, we are e-filing herewith the Business Responsibility & Sustainability Report (BRSR) along with reasonable assurance of the BRSR Core which forms part of Company's Integrated Annual Report for the FY 2025-26.

Further, we wish to inform the Exchanges that the 37th Annual General Meeting (AGM) of Shareholders of the Company will be held on Monday, September 21, 2026 at 2.30 p.m. (IST) through Video Conferencing ("VC") / Other Audio Visual Means ("OAVM").

Kindly take the above information on your record.

Thanking you,

Yours faithfully,

For APAR Industries Limited

SANJAYA RAJU KUNDER

Digitally signed by SANJAYA RAJU KUNDER
Date: 2026.08.25 14:56:12 +05'30'

(Sanjaya Kunder)
Company Secretary

Encl. : As above

ANNEXURE - VI TO THE BOARD'S REPORT

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L91110GJ1989PLC012802
2	Name of the Listed Entity	APAR Industries Limited
3	Year of incorporation	1989
4	Registered office address	301 Panorama Complex, RC Dutt Road, Vadodara - 390007, Gujarat, India
5	Corporate address	'APAR House', Bldg. No. 5, Corporate Park, Sion - Trombay Road, Chembur, Mumbai – 400071, Maharashtra, India
6	E-mail	com.sec@apar.com
7	Telephone	+91 0265 2339906
8	Website	www.apar.com
9	Financial year for which reporting is being done	FY 2025-26
10	Name of the Stock Exchange(s) where shares are listed	National Stock of India Limited, BSE Limited
11	Paid-up Capital	₹ 40,16,83,150/-
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Suyash Saraogi, President - Strategy & Projects Telephone: 022-67800400 Email ID: suyash.saraogi@apar.com
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).	Consolidated basis
14	Name of assessment or assurance provider	TUV SUD South Asia Private Limited
15	Type of assessment or assurance obtained	Reasonable Assurance of BRSR Core Indicators

II. Products / Services

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

Sl	Description of main activity	Description of business activity	% of turnover of the entity
1	AAC / AAAC / ACSR Conductors	Manufacturing	51.88%
2	Transformer & Speciality Oils	Manufacturing	21.93%
3	Power / Telecom Cable	Manufacturing	25.39%
4	Polymer	Manufacturing	0.80%

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

Sl	Product / Services	NIC Code	% of total turnover contributed
1	AAC / AAAC / ACSR Conductors	27320	51.88%
2	Transformer & Speciality Oils	1920	21.93%
3	Power / Telecom Cable	2732	25.39%
4	Polymer	22208	0.80%

III. Operations

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

Location	Number of plants	Number of Offices	Total
National	11 **Oil Business:** Maharashtra: 1 (Rabale) Dadra and Nagar Haveli: 1 (co-located with our Conductor plant) **Cable Business:** Gujarat: 2 (Khatalwada, Umbergaon) **Polymer Business:** Gujarat: 1 (Umbergaon) **Conductor Business:** Orissa: 2 (Jharsuguda & Sambalpur) Dadra and Nagar Haveli: 4 (Silvassa) a) Athola Unit-3 b) Athola Unit-5 c) Khutli Unit-6 & 7, and d) Rakholi	16 **Mumbai: 4** Mumbai (Bezolla), Mumbai (CP4), Mumbai (CP5), Mumbai (Nariman Point) **Pune: 1** **Vadodara: 1** **Bangalore: 1** **Bhopal: 1** **Chennai: 1** **Delhi: 3** Delhi (301), Delhi (302-304), Delhi (306 & 307) **Gurgaon: 1** **Hyderabad:1** **Kolkata: 2** Kolkata, Kolkata (Merlyn)	27
International	**Oil Business:** 1 [Sharjah, Hamriyah]	2 [Singapore & USA]	3

19 Markets served by entity:

a. Number of Locations

Location	Number
National (No. of States)	28 states + 8 UTs
International (No. of Countries)	140+ countries

b.	What is the contribution of exports as a percentage of the total turnover of the entity?	29.77%
c.	A brief on types of customers	Our customers include: • Industries / Corporates (includes Cosmetics, Pharma, Rubber, Plastics, Lubricants, Rail, Defence, Shipping, Mining, Telecom etc.) • OEMs • EPC – Transmission Companies • Utilities – Transmission & Distribution Companies • Renewables • Export customers • Distributors / Channel Partners

IV. Employees

20 Details as at the end of Financial Year :

a. Employees and workers (including differently abled):

Sl	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	2332	2065	88.55%	267	11.45%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	**Total employees (D + E)**	**2332**	**2065**	**88.55%**	**267**	**11.45%**
WORKERS						
4.	Permanent (F)	89	89	100%	0	0%
5.	Other than Permanent (G)	7718	7516	97.38%	202	2.62%
6.	**Total workers (F + G)**	**7807**	**7605**	**97.41%**	**202**	**2.59%**

b. Differently abled Employees and workers:

Sl	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	4	2	50%	2	50%
2.	Other than Permanent (E)	0	0	0	0	0%
3.	Total differently abled employees (D + E)	4	2	**50%**	2	**50%**
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	0%	0	0%
5.	Other than Permanent (G)	4	4	100%	0	0%
6.	Total differently abled workers (F + G)	4	4	**100%**	**0**	**0%**

21 Participation / Inclusion / Representation of women:

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	7	1	14.3%
Key Management Personnel	5	0	0%

22 Turnover rate for permanent employees and workers:

Particulars	FY 25-26 (Turnover rate)			FY 24-25 (Turnover rate)			FY 23-24 (Turnover rate)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	**14.07%**	**7.69%**	**13.35%**	13.43%	15.72%	13.66%	12.24%	9.46%	12.00%
Permanent Workers	**17.02%**	**0%**	**17.02%**	4.81%	0%	4.81%	0%	0%	0%

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

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

Sl.	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	Petroleum Specialities Pte. Limited, Singapore (PSPL)	Wholly Owned Subsidiary of the Company	100	No
2	Petroleum Specialities FZE, Sharjah (PS FZE)	Wholly Owned Subsidiary of PSPL	100	No
3	APAR Transmission & Distribution Projects Private Limited, India (ATDPPL)	Wholly Owned Subsidiary of the Company	100	No
4	APAR Distribution & Logistics Private Limited, India (ADLPL)	Wholly Owned Subsidiary of the Company	100	No
5	APAR USA LLC (Formerly known as CEMA Wires and Cables LLC)	Wholly Owned Subsidiary of the Company	100	No
6	Apar Industries Middle East Limited, Saudi Arabia (AIMEL)	Wholly Owned Subsidiary of the Company	100	No
7	Apar Industries Latam Ltda, Brazil	Wholly Owned Subsidiary of the Company	100	No
8	AMPOIL Apar Lubricants Private Limited, India (AALPL)	Associate	40	No
9	Clean Max Rudra Private Limited, India (Clean Max)	Associate	26	No

VI. CSR Details

24	(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes / No)	Yes, Section 135 is applicable to APAR
	(ii) Turnover (in ₹)	2,19,96,56,70,733
	(iii) Net worth (in ₹)	51,23,40,21,236

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes / No) (If Yes, then provide web-link for grievance redress policy)	FY 2025-26			FY 2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes. Please refer Note A2 below	0	0	NA	0	0	NA
Investors * (other than shareholders)	Yes. Please refer Note A3 below	NA	NA	NA	NA	NA	NA
Shareholders	Yes. Please refer Note A4 below	20	2	Pending cases of March 31, 2026 were disposed off as on the date of signing of BRSR	28	6	Pending cases of March 31, 2025 were disposed off as on the date of signing of BRSR.
Employees and workers	Yes. Please refer Note A5 below	0	0	NA	0	0	NA
Customers	Yes. Please refer Note A6 below	320	9	Open cases closed as on the date of signing of BRSR	178	0	NA
Value Chain Partners	Yes. Please refer Note A7 below	36	3		28	0	NA
Other (please specify)	-	-	-	-	-	-	-

Notes:

*We have no investors apart from shareholders

A2: Yes, a mechanism is in place to interact with community leaders to understand and address their concerns, if any.

We ensure that there is regular engagement on a pro-active basis at all our manufacturing locations, with the local communities and their representatives. As such there are no long-standing grievances at any of our locations. In addition, any stakeholder can also submit any grievance through email to ethics.taskforce@apar.com

A3: There are no grievances of stakeholders' remaining unattended / unresolved as every effort is made at all levels to immediately redress the stakeholders' grievances without delay. There is an Investor Redressal Cell. The details are as follows:

Designated Officials	Address	Contact Details
Ms. Mahati MS Mr. Jaydeepsinh Rathod Mr. Scophild Christian Mr. H. B. Trivedi Mr. Anil Jadhav	301, Panorama Complex R.C. Dutt Road Vadodara 390007 Gujarat India	Telephone: 0265 2339906 Email id: com.sec@apar.com

The weblink is as follows: https://apar.com/investor-relations

A4: Yes. Shareholder can register their grievances at https://scores.sebi.gov.in/scores-home/

A5: The link to Grievance Redressal Policy for Employees is as follows:

https://apar.com/wp-content/uploads/2023/03/Social_Policies/APAR-Grievance_Redressal_Policy_for_Employees.pdf

A6: 320 complaints were received (110 in Cable business, 110 in Oil business and 100 in Conductor business).

Customer complaints and feedback are received by the business development / sales team and attended by them and the respective manufacturing facility. Complaints are tracked till closure. Out of these, total 9 complaints remained open as at the end of reporting period, which were closed subsequently.

In the detailed monthly review meeting, the details of all the complaints and the resolution status are shared, and corrective actions discussed to eliminate such issues in future.

In addition, any stakeholder can also submit any grievance through email to ethics.taskforce@apar.com

A7: 36 complaints were received (14 in Cable business and 22 in Conductor business). Out of these, total 3 complaints remained open as at the end of reporting period, which were closed subsequently. Most of the complaints related to payments because of delay on work execution and some quality related issues.

The link to Supplier Grievance handling Policy is as follows:

https://apar.com/wp-content/uploads/2023/03/Supplier_Grievance_Handling_Policy.pdf

The Company has Supplier Grievance / Complaint redressal policy in Place.

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:

Sl.	Material issue identified	Indicate whether risk or opportunity (R / O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Higher costs of energy	Risk	Increase in (a) energy consumption due to increased production (b) regular increase in rates of electricity grid (c) increase in rate of fossil fuels	A. Increasing share of Renewable Energy (RE): Our RE consumption (in overall electricity mix) has increased from 3.7% in FY 22-23 to 7.3% in FY 23-24 to 9.9% in FY 24-25 to 10.9% in FY 25-26, **despite increased electricity requirement due to increased productions.** This was made possible due to commissioning of three wind—solar hybrid plants (in Jun 2023, Oct 2025, and Mar 2026), in partnership with a leading supplier. The total installed capacities stand at 9.9 MWp of wind turbines and 8.4 MWp of solar power. APAR has also deployed rooftop solar installations at all major plants. The total rooftop capacity as on 31st Mar 2026 stood at 6.9 MWp. B. In addition, we had conducted energy audit at all our plants in recent years, and most of the recommendations have been implemented. This will help in reduction of energy intensity.	Negative

Sl.	Material issue identified	Indicate whether risk or opportunity (R / O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2.	Climate Change	Risk	Cyclones occur regularly in India, particularly over the North Indian Ocean basin (Bay of Bengal and Arabian Sea). On average, about **4 to 5 cyclonic storms form each year,** with a few intensifying into severe cyclones. The most severe cyclone in India was: Name: Shakhti Date: 3 Oct 2025, at 8:30 pm Place: Near Dwarka (Gujarat) Wind speed: Up to 55 mph Size: 105 miles in diameter (source: worlddata.info) Other Cyclones: Name: Montha Date: 26-29 Oct 2025 Region: Bay of Bengal Wind speed: Up to 52 mph (source: worlddata.info) Two of our conductor plants are situated in Odisha - Jharsuguda & Sambalpur. Both of our cable plants are situated in Gujarat (Khatalwada, Umbergaon) & Five conductor plants are situated in nearby Dadra and Nagar Haveli (Silvassa)	The company has taken mitigations steps like (a) design-strengthening during construction phase, (b) covered sheds and (c) higher capacity pumps for water evacuation at most of its plants. Additionally, we had conducted scenario analysis (in alignment with TCFD guidelines, SSP1-RCP2.6 and NGFS Net-Zero by 2050 were considered for low-emission scenarios, and SSP5-RCP8.5 considered for a high-emission scenario) to assess the potential long-term impacts under different climate futures and assigned identified climate risks to relevant business functions to ensure accountability and integration across the organization. This holistic approach underscores APAR's commitment to climate resilience and sustainable business practices. Our TCFD (Task Force on Climate-Related Financial Disclosures) Report can be accessed from the link https://apar.com/apar-esg-report/ under 'TCFD Report' tab.	Negative
3.	Carbon Tax	Risk	European Council approved the world's first Carbon Border Adjustment Mechanism (CBAM). This may cause financial impact.	Most of our customers are based in US, Canada & Latin America. So the impact of the CBAM (Carbon Border Adjustment Mechanism) would be minimal. In addition, we are working to reduce our carbon emission intensity and increasing the share of low-carbon raw material and scrap.	Negative
4.	Product Stewardship	Opportunity	Apar has been continuously working to bring down the carbon footprint in our products. This is already giving us the competitive advantage over other suppliers, and we are confident to maintain this advantage in the near future. Some of APAR's offerings include products such as: a) Natural Ester-Based & Synthetic Ester-Based Transformer Fluids; b) High-Conductivity OPGW for Efficient Power Transmission (Product: OPGW96FSSATAS [85,40], OD: 12.50 mm with SS Tube in Aluminium Tube – 23% IACS Conductivity); c) High Emissivity Coated HTLS Conductor for Lower Power Losses (Product: ACSS_AC Zebra with UHS (GA-5) core, Double Layer TW Aluminium, Max. OD: 25.80 mm – Coated Conductor); d) High-efficiency conductor solution designed to reduce transmission losses and lifecycle emission (Product: AL59 Moose / Zebra R-TW-R Conductors); e) Recycled Aluminium AAAC Conductor for Circular Manufacturing (Product: AAAC 593 mm² Conductor (594-AL7) with 30% Recycled Aluminium) etc.		Positive

Sl.	Material issue identified	Indicate whether risk or opportunity (R / O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	Access to new markets	Opportunity	The global wires and cables market size stood at USD 220.28 billion in 2024. The market is expected to rise from USD 233.00 billion in 2025 to USD 357.34 billion by 2032 at a CAGR of 6.30% from 2025 to 2032. (source: https://www.fortunebusinessinsights.com/press-release/global-wires-and-cables-market-10124) The main drivers behind this are: 1) Rising urbanization and growing infrastructure worldwide 2) Increasing demand for renewable energy generation 3) Increased investments in smart upgrading of the power transmission and distribution systems and the development of smart grid 4) Increasing need for grid interconnection 5) Escalating demand from IT facilities and data centres The deployment of green energy technologies by governments all across the globe to reduce the usage of fossil fuels is rising. India has some of the most aggressive RE targets in the world — to reach 450 GW by 2030 (from about 220 GW installed as of Mar 2025). The escalating establishment of solar farms and wind turbines boosts the demand for wires and cables, and APAR is the largest producer of renewable Cables in India. The electricity grids in India don't have enough resiliency. A lot of work needs to be done to improve the power quality of the grids. APAR's conductor business will be a prime beneficiary of the upgradation of the grids. Increased electricity demands in Asia Pacific, Middle East, and the Americas have resulted in rising investments in smart grids in these regions. This will fuel the demand for APAR's conductor businesses. We are already seeing substantially increased business from overseas markets. APAR being a leading manufacturer of Cables & Conductors, and with a wide and diversified product portfolio, we anticipate significant growth in our business and market share. The recent war between Iran and US will further increase the demand of electricity powered by renewable resources.		Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

I. Policy & Management Process

		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)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
		APAR's policies cover each principle and its core elements of the NGRBCs. In addition, our sustainability and responsible business practices are also guided by the principles of the United Nations Global Compact (UNGC), and we have aligned our policies and operations with the UNGC's ten principles relating to human rights, labour, environment and anti-corruption.								
	b. Has the policy been approved by the Board? (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web Link of the Policies, if available	• The web-link and mapping of Company's policies against each Principle is provided in Note B1 at the end of this section. • The policies are categorized in 5 tabs namely: Environment Policies, Social Policies, Governance Policies, Procurement Policies and IT Policies.								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3	Do the enlisted policies extend to your value chain partners? (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes**	Yes
4	Name of the national and international codes / certifications / labels / standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	APAR supports, adopts and complies with multiple domestic and international standards in India, as relevant. Some key certifications are listed below: 1) All key plants of APAR are certified for • ISO 9001 (Quality Management System) • ISO 14001 (Environmental Management System) • ISO 45001 (Occupational Health & Safety Management Systems). • ISO 27001 (Information Security Management System) 2) In addition, all the facilities of APAR are audited for Human Rights Excellence under the standard BEC 1500:2024, and Platinum rating is awarded to all the facilities. 3) APAR's Cable, Oil & Conductor division have state of the art laboratories with more than 2000+ testing facilities as per various national & international standards and are certified by NABL (National Accredited Board for Laboratories) as per ISO 17025:2017. 4) APAR is the largest manufacturer in India for special application and renewable cables; have the largest e-beam facility in India; and hold the maximum number of UL approvals in US (UL-44, UL-854, UL-758, UL-2882, UL-3003, UL-1277, UL-83, UL-4703, UL-493, UL-1493, UL-66, UL-1651, UL-1072, UL-1650, UL-62, UL-444 etc.) from India. ISO 9001, ISO 14001, ISO 45001, ISO 27001 and NABL certificates are available under the 'certificate' tab at https://apar.com/apar-esg-report/								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company has set the internal targets with defined timelines. In addition, specific ESG commitments are also publicly available in its Integrated Reports at the url: https://apar.com/apar-esg-report/								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Key Performance targets are set and monitored internally. In addition, key ESG parameters are set, monitored and disclosed publicly in its Integrated Report at the url: https://apar.com/apar-esg-report/								

**All Suppliers have to mandatorily agree on APAR's 'Supplier Code of Conduct', which covers multiple aspects of this Principle. We also conduct supplier outreach program through in-person meetings as well as webinars. 8 such webinars, covering 334 suppliers, were conducted in FY 2025-26, through this out-reach program.

II. Governance, Leadership & 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)	The statement made by our Chairman & Managing Director, Mr. Kushal Desai, is as follows: Quote At APAR, we believe that sustainable business practices are fundamental to long-term value creation and organizational resilience. ESG considerations are increasingly embedded into our strategic decision-making, operational excellence initiatives, risk management processes and stakeholder engagement approach. During the year, we made further progress in enhancing the share of renewable energy in our overall energy mix, improving energy and water efficiency, increasing the use of recycled / scrap material in operations, and integrating climate-related risks within our Enterprise Risk Management (ERM) framework. On the social front, we continued our focus on employee well-being, workplace safety, diversity and inclusion, and community development initiatives. We further strengthened our governance framework through responsible business practices, ethical conduct and enhanced transparency in ESG disclosures, including participation in global assessment platforms such as CDP and EcoVadis. Going forward, we remain committed to building a future-ready organization that creates sustainable long-term value for our customers, employees, investors, communities and all other stakeholders. Unquote
8	Details of the highest authority responsible for implementation and oversight	The Board of APAR Industries Limited is the highest authority responsible for the oversight of the implementation of sustainability related policies.
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 Board of APAR Industries has established Corporate Social Responsibility and Sustainability (CSR&S) Committee for overseeing and managing APAR's key sustainability-related issues, as detailed below: The CSR&S committee of the Board governs and reviews the Corporate Social Responsibility and Sustainability activities of the Company. It recommends the annual business plan for APAR's CSR and Sustainability initiatives to the Board for its approval. The main responsibilities of the committee include reviewing sustainability goals, objectives, and strategies consistent with APAR's mission, values, and long-term interests; reviewing APAR's ESG risks and opportunities and recommend actions to mitigate risks and capitalize on opportunities; reviewing targets for ESG performance and report to the Board; monitoring APAR's performance against established sustainability metrics, targets, and benchmarks; reviewing sustainability-related policies, programs, and initiatives etc.

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

		P1	P2	P3	P4	P5	P6	P7	P8	P9
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.	No	No	Yes #	No	Yes$	Yes ^	No	Yes *	No

#APAR has been recognized as Great Place to Work successively for the third year in row, till the period ending January 2027. This certification is given to organizations post assessment and anonymous feedback from employees regarding their workplace experience, covering areas such as trust, camaraderie, fairness, respect, and credibility.

$ All facilities of APAR are audited for **Human Rights Excellence** under the standard BEC 1500:2024

^ TUV SUD South Asia Private Limited has done the Reasonable Assurance of Environment Core Indicators (such as GHG Emissions, Water, Energy, Circularity etc.) for FY 25-26. In addition, Limited Assurance is also done for GHG Scope-1 and Scope-2 emissions for FY 25-26.

* Our financial auditor has assessed our CSR spends as per the policy, as part of annual report

APAR also obtained certification under various national and international standards, including ISO 14001, ISO 45001 / OHSAS 18001, ISO 9001, ISO 27001 etc. These certifications also include assessment of the policies of the Company by independent external assessor. A summary of certifications received by APAR is provided against Question #4 in Section B of this report.

	P1	P2	P3	P4	P5	P6	P7	P8	P9
12 If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:									
The entity does not consider the Principles material to its business (Yes / No)					NA				
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes / No)					NA				
The entity does not have the financial or / human and technical resources available for the task (Yes / No)					NA				
It is planned to be done in the next financial year (Yes / No)					NA				
Any other reason (please specify)					NA				

Note:

B1: Mapping of APAR's policies against each of the NGRBC principles:

Mapping with APAR's policy	P1	P2	P3	P4	P5	P6	P7	P8	P9	Website Link
Apar Code of Conduct	✓			✓	✓		✓			
Employee H&S Policy			✓							
Health Care Coverage Policy			✓							
Working Condition Policy			✓							
Apar Human Rights Policy					✓					https://apar.com/sustain_envt_policies_social/
Child & Forced Labour Policy					✓					
Prevention of Workplace Harassment					✓					
Policy on POSH					✓					
Diversity, Equity and Inclusion Policy			✓					✓		
Employee Relation Policy			✓					✓		
Goods & Services Policy		✓							✓	
Water Policy						✓				
Air Pollution Policy						✓				
Materials, Chemicals and Waste Policy						✓				https://apar.com/sustain_envt_policies_environment/
Biodiversity Policy						✓				
Climate Change Policy						✓				
Environment Policy						✓				
Anti-Corruption & Anti Bribery Policy	✓									
Fraud Prevention & Detection Policy	✓									https://apar.com/sustain_envt_policies_governance/
Policy on Related Party Transaction	✓									
Anti-Competitive Practices Policy	✓								✓	
Supplier Code of Conduct	✓		✓	✓	✓					https://apar.com/sustain_envt_policies_procurement/

P1: Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent, and accountable

P2: Business should provide goods and services in a manner that is sustainable and safe

P3: Businesses should respect and promote the well-being of all employees, including those in their value chains

P4: Businesses should respect the interests of and be responsive to all its stakeholders

P5: Businesses should respect and promote human rights

P6: Businesses should respect and make efforts to protect and restore the environment

P7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

P8: Businesses should promote inclusive growth and equitable development

P9: Businesses should engage with and provide value to their consumers in a responsible manner

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

The principles of integrity, ethics, transparency, and accountability are essential to APAR's long-term success. The APAR Code of Conduct (CoC) underpins the company's dedication to ethical behaviour and integrity. It provides a framework for acting lawfully, honourably, and respectfully, ensuring fair treatment of all individuals and safeguarding those who raise concerns. **The CoC applies not only to employees but also to suppliers, partners, and customers,** all of whom are encouraged to voice concerns at any level within the organization.

Policies at APAR serves as a strong set of internal controls. Bribery and corruption are prohibited in all business dealings, whether with public officials or private sector business partners. Clear guidelines in terms of Do's and Don'ts are provided in case of Conflict of Interest and for raising ethical issues. Agreements with suppliers and business partners are aligned with the Company's commitment to integrity in performance of the contract, including commitments not to violate anti-bribery laws. The Company's suppliers are also required to maintain integrity standards which are satisfactory to the Company and all suppliers need to subscribe and provide consent to the APAR's Supplier Code of Conduct.

All existing and new employees of the Company are required to undergo offline and on-line trainings and need to acknowledge their commitment to adhere to the Code of Conduct.

Channels for reporting on integrity issues are available to the Company's employees. Employees are encouraged to speak up and report integrity and compliance concerns and to seek guidance. All reports received are subject to appropriate investigation, follow up, and brought to full closure; through a systematic process and tracking system.

The Whistle-blower Policy of the Company governs the reporting and investigation of alleged improper or illegal activities within the Company as well as the protection afforded to those employees who report them (the "whistle-blowers"). In case of reported incidents, all reports are subject to appropriate investigation and are brought to full closure using systematic processes and tracking systems.

The Company has an ethics committee in place. The contact details of all the members of ethics committee are available at the internal portal. In addition, an email id ethics.taskforce@apar.com, is in place for all stakeholders to raise their concerns.

The Company has an Internal Complaints Committee for POSH (Prevention of Sexual Harassment) as a part of the Prevention, Prohibition and Redressal Act, 2013. POSH training is mandatory for every employee.

Certifications: All the plants of APAR are certified with ISO 27001:2022 certifications.

ESSENTIAL INDICATORS

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

Segment	Total number of training & awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programs
Board of Directors	14 Orientation and awareness sessions for the Directors of the Company were organised, covering issues related to health & safety, environment, strategy, industry trends, ethics & governance and legal & regulatory matters. These matters are also regularly discussed and deliberated upon in Board meetings. In addition, as part of the familiarisation program for Independent Directors, (i) Code for Independent Directors, (ii) Code of Conduct under Corporate Governance, and (iii) Code of Conduct under Insider Trading are also shared with Independent Directors. For convenience of the Directors of the Company, all the familiarization programme activities are merged with the Board Meetings, Audit Committee Meetings and Risk Management Committee Meetings. Also, individual programs are being conducted separately for them, as and when required. In addition, the courses undertaken by Board Members are as follows: Chairman of APAR: Completed a specialized course on **'Business and Climate Change: Towards Net Zero Emissions'** from Cambridge Institute for Sustainability Leadership (CISL) in 2024 Managing Director of APAR: Completed a specialized course on **'Governance for a Sustainable Future'** from Cambridge Institute for Sustainability Leadership (CISL) in 2025	Principles 1,6	100%
Key Managerial Personnel	Over one thousand training programs were organized for employees (including KMPs), workers and value chain partners on various environmental, social and other aspects, during FY 25-26. The details are provided under 'L&D section' in BRSR Principle 3 of this report.	Principles 1,2,3,4,5,6,7,8,9	100%
Employees other than BoD and KMPs			
Workers			

All the employees including those in key managerial positions, were imparted training on following Principles:

Principle	Description	Topics Covered in training
Principle 1	Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent, and accountable	• APAR Code of Conduct • Anti-Corruption & Anti Bribery Policy • Fraud Prevention & Detection Policy • Supplier Code of Conduct
Principle 2	Business should provide goods and services in a manner that is sustainable and safe	• Goods & Services Policy
Principle 3	Businesses should respect and promote the well-being of all employees, including those in their value chains	• Employee H&S Policy • Health Care Coverage Policy • Working Condition Policy • Diversity, Equity and Inclusion Policy • Employee Relation Policy • Supplier Code of Conduct
Principle 4	Businesses should respect the interests of and be responsive to all its stakeholders	• APAR Code of Conduct • Supplier Code of Conduct
Principle 5	Businesses should respect and promote human rights	• APAR Human Right Policy • Child Labour / Forced Labour • Prevention of Workplace Harassment • Policy on POSH • APAR Code of Conduct • Supplier Code of Conduct
Principle 6	Businesses should respect and make efforts to protect and restore the environment	• Water Policy • Air Pollution Policy • Materials, Chemicals and Waste Policy • Biodiversity Policy • Climate Change Policy • Environment Policy
Principle 7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent	• APAR Code of Conduct
Principle 8	Businesses should promote inclusive growth and equitable development	• Diversity, Equity and Inclusion Policy • Employee Relation Policy
Principle 9	Businesses should engage with and provide value to their consumers in a responsible manner	• Goods & Services Policy

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	NA	Refer Note below			
Settlement					
Compounding Fees					

	Non- 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)
Imprisonment	NA	NA	NA	NA	NA
Punishment	NA	NA	NA	NA	NA

Note:

Name of the regulatory / enforcement agencies / judicial institutions	Amount	Brief of the Case	Has an appeal been preferred? (Yes / No)
Superintendent- AntiEvasion CGST & CE - Daman	₹ 1,73,745 and ₹ 1,24,882/-	Demand of Penalty under section 74(5) of the CGST Act,2017- allegation of availing fake ITC on invoices for services availed from Job Worker	No
Assistant Commissioner of State Tax Ghatak 74 (VAPI) Range 18 (Valsad) Office of the Assistant Commissioner of State Tax	₹ 49,140	Demand of Penalty under section 74(5) of the CGST Act,2017- allegation of availing fake ITC on invoices for services availed from Job Worker	No
Department of Revenue, (Illinois State of USA)	USD 940.65	Non-payment of state payroll tax by the subsidiary company APR USAA LLC (formerly known as "CEMA Wires and Cables LLC")	No
Internal Revenue Service – IRS	USD 3,834.05	Delay in payment of federal payroll tax for the quarter October 2024 to December 2025 and January 2025 to March 2025	No
GST Department	₹ 1,469	Assam GST Audit 2019-20 to 2023- 24 demand in Apar Transmission & Distribution Private Limited	No
GST Department	₹ 53,592	GST Audit FY 2021-22 demand- Apar Transmission & Distribution Private Limited	No
Department of treasury Internal Revenue Service Ogden, UT	USD 269	Penalty amount imposed on subsidiary Company APAR Cables LLC for Form 5472 not filed.	No
Department of revenue - Internal Revenue Service Illinois	USD 1,030	Penalty amount imposed on subsidiary Company APAR Cables LLC for returns not filled	No
Department of Revenue, (Illinois State of USA)	USD 26.15	Non-payment of state payroll tax by the subsidiary company APAR USA LLC (previously known as CEMA Wires and Cables LLC)	No
Department of Revenue, (State of Tennessee)	USD 15	Non-payment of state sales tax by subsidiary Company APAR USA LLC (previously known as CEMA Wires and Cables LLC)	No
GST Department	₹ 10,000	Order issued by GST (Dadra & Nagar Haveli) for FY18-19 & 19-20 for input credit mismatch	No
JAFZA (Jebel Ali Free Zone)	AED 10,000	Contravention of Mandatory payment of Salaries through WPS in Petroleum Specialities FZE – Wholly owned Subsidiary of APAR Industries	No
Employee provident fund Organization- Khatalwada	₹ 44,727	Delay in payment of PF Contribution by 1 day due to technical glitch.	No
Employee provident fund Organization-Umbergaon	₹ 79,224	Delay in payment of PF Contribution by 1 day due to technical glitch	No
Employee provident fund Organization- Vadodara	₹ 1,918	Delay in payment of PF Contribution due to delay in digital signature approval in PF Office	No
Employee provident fund Organization- Vadodara	₹ 1,185	Delay in payment of PF Contribution due to delay in digital signature approval in PF Office	No
Employee provident fund Organization- Vadodara	₹ 854	Delay in payment of PF Contribution due to delay in digital signature approval in PF Office	No
Employee provident fund Organization- Vadodara	₹ 498	Delay in payment of PF Contribution due to delay in digital signature approval in PF Office	No
Central Ground Water Board- Athola	₹ 2,00,000	Violation of conditions of NOC	No

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
NA	NA

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.

   Yes. APAR has implemented a policy on Anti-Corruption & Anti Bribery (ACAB).

   The objective of Anti-Corruption & Anti Bribery policy is to provide a guideline to prevent corruption and bribery and promote transparency, integrity, and accountability within the organization that ensure:

   - Compliance with applicable anti-bribery laws;
   - Creating awareness about APAR's emphasis on ethical business practices and its zero-tolerance approach towards conduct that is in breach of this Policy;
   - Effective Implementation of ACAB Policy by incident reporting, investigation and compliance.

   The link to Anti-Corruption & Anti-Bribery policy are as follows:

   https://apar.com/wp-content/uploads/2024/01/Anti-Corruption-Anti-Bribery-Policy.pdf

   APAR is committed to maintaining the highest ethical standards in all aspects of its operations. Our Code of Conduct requires that the Company, its employees, and anyone acting on behalf of the Company obey company policies and all applicable laws in any country where APAR operates, including specific anti-corruption laws.

   In addition, the link to other policies related to Anti-Corruption & Anti-Bribery are as follows:

   APAR Code of Conduct Policy:

   https://apar.com/wp-content/uploads/2023/03/Social_Policies/1.APAR_Code_of_Conduct.pdf

   Whistle Blower Policy:

   https://apar.com/wp-content/uploads/2023/03/Social_Policies/20.Whistle_Blower_Policy.pdf

   Integrity is important for suppliers also, as they play a critical role in ensuring the integrity of the entire supply chain. We have implemented a Supplier Code of Conduct policy to maintain ethical business standards and a fair business environment. The link of the Supplier Code of Conduct policy is as follows:

   Supplier Code of Conduct Policy:

   https://apar.com/wp-content/uploads/2023/03/APAR_Supplier_Code_of_Conduct.pdf

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

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

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

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

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

   Not Applicable

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
Number of days of accounts payables	132.35	133.49

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	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	17.58%	13.9%
	b. Number of trading houses where purchases are made from	697	877
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	79.05%	81.8%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	3.10%	2.66%
	b. Number of dealers / distributors to whom sales are made	1,745	917
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	18.03%	21.65%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.04%	0.04%
	b. Sales (Sales to related parties / Total Sales)	0.001%	0.03%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	1.10%	0.80% (restated)
	d. Investments (Investments in related parties / Total Investments made)	20.13%	5.04%

LEADERSHIP INDICATORS

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

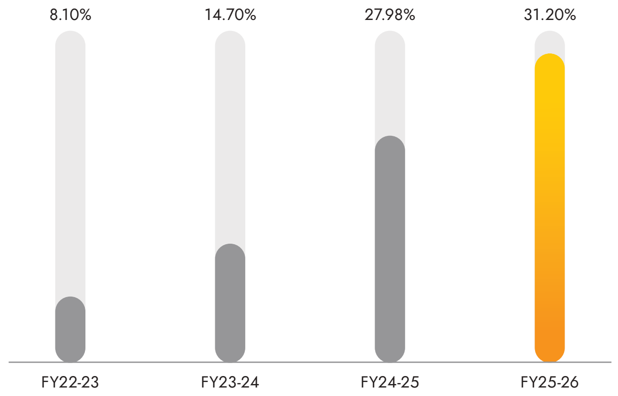
<table>
<tr><th>Total number of awareness programmes held</th><th>Topics / principles covered under the training</th><th>% of value chain partners covered (by value of business done with such partners) under the awareness programs</th></tr>
<tr><td>APAR has taken several initiatives to create awareness amongst its value chain partner on key issues related to the 9 Principles of the NGRBC (National Guidelines for Responsible Business Conduct). 8 awareness programs were conducted for our supply chain partners during FY 2025-26. The details of training and number of participants are provided below:
<table>
<tr><th>#</th><th>Webinar Date</th><th>Oil</th><th>Cab</th><th>Cond</th><th>Logistics</th></tr>
<tr><td>1</td><td>19 Feb 2026</td><td>-</td><td>-</td><td>32</td><td>-</td></tr>
<tr><td>2</td><td>20 Feb 2026</td><td>-</td><td>-</td><td>36</td><td>-</td></tr>
<tr><td>3</td><td>20 Feb 2026</td><td>-</td><td>-</td><td>-</td><td>95</td></tr>
<tr><td>4</td><td>23 Feb 2026</td><td>-</td><td>-</td><td>25</td><td>-</td></tr>
<tr><td>5</td><td>24 Feb 2026</td><td>-</td><td>59</td><td>-</td><td>-</td></tr>
<tr><td>6</td><td>24 Feb 2026</td><td>-</td><td>39</td><td>-</td><td>-</td></tr>
<tr><td>7</td><td>25 Feb 2026</td><td>20</td><td>-</td><td>-</td><td>-</td></tr>
<tr><td>8</td><td>25 Feb 2026</td><td>28</td><td>-</td><td>-</td><td>-</td></tr>
<tr><td>Total</td><td></td><td>48</td><td>98</td><td>93</td><td>95</td></tr>
</table>
334 suppliers were covered through these awareness programs in FY 2025-26.</td>
<td>We had covered following topics during the webinar/ workshops:
• ESG overview
• Cause of Climate Change
• Global Warming Potential
• Emission Scopes
• Sustainability Initiatives @ APAR (incl. Environmental, Social and Governance)
• GHG Emissions @ APAR and various emission reduction initiatives taken
• Water Footprint @ APAR and various water footprint reduction initiatives
• APAR Code of Conduct
• Human Rights initiatives @ APAR
• Supplier Code of Conduct
• Questionnaire for Suppliers to assess their readiness
• NGRBC Principles
• APAR Environmental, Social and Governance related policies
• Open forum to discuss how the emission reduction initiative can result in lowering the costs</td>
<td>Please see note P1a below</td></tr>
</table>

Note: P1a

31% of supply chain partners were covered (by value of business done with such partners) under the awareness programs during FY 2025-26.

Majority of our procurement is from large suppliers including Vedanta, S-Oil, Ergon Refining Inc., HPCL, JSW Steel, Sumitomo Metal Mining Co. Ltd., etc. They do not need any awareness program and hence we did not reach out to them for such programs.

% of value chain partners (by value of business done with such partners) covered under awareness programs



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

   Yes, the Company has a Code of Conduct, which is explicitly also applicable to APAR Directors, senior management and Independent Directors. It provides clear guidelines for avoiding and disclosing actual or potential conflict of interest with the Company.

   The Company receives an annual declaration from its Board of Directors and senior management personnel on the entities they are interested in, and ensures requisite approvals, as required under the applicable laws are taken prior to entering into transactions with each entities.

   The policy is available on the Company's website at https://apar.com/wp-content/uploads/2023/03/Social_Policies/1.APAR_Code_of_Conduct.pdf

PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe.

Product Innovation & Research

APAR's vision is to be a global leader in the energy infrastructure, transportation & telecommunication sectors by providing the best solutions & value creation for our stakeholders. The mission that drives us can be summed up in three words: 'tomorrow's solutions today'. APAR is committed to provide sustainable goods and services for a cleaner, greener tomorrow.

APAR's commitment is customer focused R&D. The Company's specialty lies in delivering product performance in extreme environments; the Company engineers and manufactures cable, conductor and speciality oil that consistently outlast and outperform the competitions.

Facilities & Certifications

- All the plants of APAR are certified with ISO 9001:2015 (Quality Management Systems).
- The Company has state of the art laboratories, in each business, with more than 2000+ testing scope as per various national & international standards. All its laboratories are accreditation by NABL (National Accredited Board for Laboratories) as per ISO 17025:2017. 'Certificates' section at https://apar.com/apar-esg-report/ can be referred for list of NABL certifications across the plants.

The Company has implemented 'Goods & Services' policy to provide guidelines on providing goods and services in a manner that is sustainable and safe. The policy can be accesses at the Company's website at https://apar.com/sustain_envt_policies_environment/.

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.

Segment	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
R&D revenue expenses	0.11%	0.09%	Our R&D investments, supported by our in-house NABL-accredited laboratories with a testing scope covering over 2000 parameters across various national and international standards, have led to the development of sustainable and high-performance products. Notable products include Natural Ester-Based & Synthetic Ester-Based Transformer Fluids; High-Conductivity OPGW for Efficient Power Transmission; High Emissivity Coated HTLS Conductor for Lower Power Losses; High-efficiency conductor solution designed to reduce transmission losses and lifecycle emission; Recycled Aluminium AAAC Conductor for Circular Manufacturing etc.
R&D CapEx	0.02%	0.03%	Our capital expenditure has played a key role in scaling up sustainable manufacturing practices, minimizing environmental impact, and promoting employee and community wellbeing. Key initiatives include large investments in renewable energy and replacement of existing machinery with more productive and energy efficient machinery, and CapEx on industry 2.0 initiatives to further improve the productivity.
Total CapEx	3.22%	2.74% (restated)	
R&D revenue expenses	₹ 24.39 crores	₹ 15.87 crores	
R&D CapEx	₹ 4.19 crores	₹ 4.78 crores	
Total CapEx	₹ 736.66 crores	₹ 509.65 crores	

2. a.	Does the entity have procedures in place for sustainable sourcing? (Yes / No)	Yes. APAR has rolled out Supplier Code of Conduct (SCoC) for all its suppliers. The suppliers are required to go through, and provide consent on APAR's SCoC. **No supplier is on-boarded till they agree and sign the APAR's SCoC**. It focusses on the following four principles for sustainable sourcing: • Human rights: APAR expects suppliers to develop and implement policies and procedures to promote and protect human rights in their business and to encourage their step-down suppliers to do likewise. • Health and safety: APAR expects its suppliers to adopt proper H&S management practices for their workers. • Environmental protection: APAR expects suppliers to maintain effective policies, processes, and procedures to manage their environmental footprints. • Fair business practices: The APAR's SCoC outlines the ethical standards and fair business practices (incl. anti bribery and prohibition of insider trading) which the suppliers are expected to adopt. Additionally, majority of our sourcing is done from big suppliers. This includes names like Hindalco, Vedanta, S-Oil, Balco, Nalco, Toyota, Union Copper Rods, HPCL, Afton, Lubrizol, Indian Additives, Ergon International etc. All these suppliers have their internal system of sustainability, which is followed and reported by them. The Link to ESG reports of some of these suppliers are as follows: **Vedanta:** https://www.vedantalimited.com/uploads/investor-overview/annual-report/2025/4_Sustainability_Report_2025.pdf **Hindalco:** https://www.hindalco.com/Upload/PDF/hindalco-annualreport-2024-25.pdf **S-Oil:** https://www.s-oil.com/en/sustainability/Report.aspx We also have a focused Supplier out-reach program for MSMEs and smaller Suppliers where we train them about aspects of sustainability that are necessary for their journey of ESG. Total 8 (online webinars & offline workshops) awareness programs were conducted during FY 2025-26, and 334 suppliers were benefitted. Through this out-reach as well as our Supplier Code of Conduct, and our vendor selection process, we ensure sustainable sourcing even from smaller suppliers.
b.	If yes, what percentage of inputs were sourced sustainably?	65%. Bulk of our sourcing is done through suppliers who have their own internal system of sustainability, which is followed and reported by them.

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.

Solid waste inventory is prepared for all the plants, and we manage and minimize waste through the 3R principle of Reduce, Reuse and Recycle.

We manufacture mainly Cables, Conductors and Speciality Oil across our plants. The Cables & Conductors typically have a long life of 30+ years, and most of the material are recyclable and the users do the recycling to get value out of the material. In case of Oil, we ensure long life of oil through product innovation. However, used-oil finds its way to the unorganized sector where it is burnt in an uncontrolled manner for its inherent calorific value which causes the attendant emissions. We expect that over next few years, the infrastructure and required regulation will ensure adequate collection of used-oil for re-refining.

Following initiatives are implemented and practiced at APAR:

Waste reduction

- We manage waste reduction through implementation of various quality improvement processes, upgradation of the plant, regular trainings, six sigma implementation, and process monitoring.

Waste disposal

- Plastic Waste - We ensure compliance with the Plastic Waste Management (PWM) Rules 2016, and follow the Extended Producer Responsibility (EPR) regulation to manage the downstream operations' plastic packaging waste, and these are recycled through a certified re-cycler.

Waste recycle & re-use

- Our conductor division re-cycles 100% aluminium waste. 100% of the plain copper scrap is directly recycled by the company, and the tinned copper scrap is sold to authorized recyclers for further processing, in our Cable division.
- The waste of GI wire / aluminium wire or strip which is used as an armouring material for the cable, is directly used as a re-manufacturing armouring material for the new cable.
- The waste of copper tape which is used as a screening material for the MV / HV cables is used as a re-manufacturing material for the new cable.
- We have replaced the packaging wooden drum / reels with steel / hybrid (made of steel frame & PP sheet) drums / reels. These are re-used 6-7 times, before being sold as MS scrap for further re-cycling.
- PTFE additives and PTFE grease -- PTFE pre-sintered scrap is converted into low molecular type PTFE additives by molecular scissoring using in-house E-beam and ultrahigh speed pulverisers. The PTFE micronized powders are used as additives in ink and resin industry and in grease applications for improving anti blocking and extreme pressure additives respectively.

E-Waste: We have tie-ups with certified e-waste recyclers who specialize in safely dismantling and processing electronic devices. The recyclers extract valuable materials such as metals, plastics, and glass, which can be reused in the manufacturing of new products.

Hazardous Waste: We are constantly exploring to reduce the amount of hazardous waste. All such waste is strictly kept under the limits prescribed in the CTO (Consent to Operate) of respective plant locations. The waste is provided to Govt. approved vendors for proper treatment.

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

Yes, EPR is applicable to the Company. We ensure compliance with the Plastic Waste Management (PWM) Rules 2016, and follow the Extended Producer Responsibility (EPR) regulation to manage the downstream operations' plastic packaging waste, and these are recycled through a certified re-cycler.

6963 MT of plastic waste (5042 MT category-1 waste as Brand Owner, 1797 MT category-2 waste as Brand Owner, and 97 MT category-2 waste as Importer), as per the target provided, was recycled through authorized vendor during FY 2025-26.

LEADERSHIP INDICATORS

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/ No)	Results communicated in public domain (Yes / No). If yes, provide the web-link.
27320	Aluminium EC Wire Rod Grade 1350 Aluminium Alloy Wire Rod Grade 6201 Aluminium EC Wire Rod Grade 8176 AL 59 Conductors ACSR DOTTEREL Conductor ACSR CURLEW Conductor AACSR 703 SQ.MM Conductor ACSR FA 240 Conductor AACSR Goll 96-AL386-ST5E Conductor ACSR FA95 Conductor ACSR Duck Conductor, Green Aluminium	30%	Boundary: Cradle to gate with options, A4-A5, and modules C1-C4, D Ref. standard: EN 15804+A2:2019 and ISO 14025	Yes	Yes. Please refer the weblink: https://apar.com/reports/#reports-epd
	Aerial Bunched Cable Medium Voltage Distribution Cable		Boundary: Cradle to gate with modules B6, C1-C4, D Ref. standard: EN 15804:2012+A2:2019 / AC:2021 and ISO 14025		

APAR has successfully developed and published the EPDs (Environmental Product Declarations) on EPD HUB for our various products as detailed above. The report covers carbon footprint computation, verification, validation and certification continuously over its lifetime by EPD Hub as per EN 15804+A2 & ISO 14025 / ISO 21930 standards.

Additionally, these EPD report can also be downloaded from https://manage.epdhub.com/ and search for 'APAR Industries'

2. If there are any significant social or environmental concerns and / or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

There are no significant social or environmental concerns and / or risks arising from disposal of our products / services. However, production process results in GHG emission footprint.

We manufacture mainly Cables, Conductors and Speciality Oil across our plants. The Cables & Conductors typically have a long life of 30+ years, and most of the material are recyclable and the users do the recycling to get value out of the material. In case of Oil, we ensure long life of oil through product innovation. However, used-oil finds its way to the unorganized sector where it is burnt in an uncontrolled manner for its inherent calorific value which causes the attendant emissions. We expect that over next few years, the infrastructure and required regulation will ensure adequate collection of used-oil for re-refining.

Plastic – We ensure compliance with the Plastic Waste Management (PWM) Rules 2016, and follow the Extended Producer Responsibility (EPR) regulation to manage the downstream operations' plastic packaging waste, and these are recycled through a certified re-cycler.

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

Indicate Input Material	Recycled or re-used input material to total material	
	FY 2025-26	FY 2024-25
Some of the input materials re-cycled / reused in production process were as follows: • Aluminium Scrap • Copper Scrap • Re-used Base Oil • Packaging Material	Total 3.76% of recycled or reused input material (by value) was used in production.	Total 3% of recycled or reused input material (by value) was used in production.

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

Parameter	FY 2025-26			FY 2024-25		
	Re-used	Re-cycled	Safely disposed	Re-used	Re-cycled	Safely disposed
Plastic (including packaging)	-	100% (6963 MT as per EPR) *	-	-	100% (5503 MT as per EPR)	-
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	-	-	-	-
Other waste	-	-	-	-	-	-

For packaging material, all the plastic sold in the domestic market, which forms part of packaging, is recycled in line with the EPR.

* 6963 MT of plastic waste (5042 MT category-1 waste as Brand Owner, 1797 MT category-2 waste as Brand Owner, and 97 MT category-2 waste as Importer), as per the target provided, was recycled through authorized vendor during FY 2025-26.

APAR does not have any specific product to reclaim at the end of life, however, at the project and operation sites, there are systems in place to recycle, reuse and dispose in line with regulatory requirement for the above waste being generated during course of construction and operation.

As far as products are concerned, we manufacture mainly Cables, Conductors and Speciality Oil across our plants. The Cables & Conductors typically have a long life of 30+ years, and most of the material are recyclable and the users do the recycling to get value out of the material. In case of Oil, we ensure long life of oil through product innovation. However, used-oil finds its way to the unorganized sector where it is burnt in an uncontrolled manner for its inherent calorific value which causes the attendant emissions. We expect that over next few years, the infrastructure and required regulation will ensure adequate collection of used-oil for re-refining.

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not Applicable	Not Applicable. Details of our products are mentioned under Q. 4 above.

PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains.

Great place to work

APAR Industries has completed the assessment conducted by GPTW (Great Place to Work), India and is re-certified as a Great Workplace for the third year in row, till the period ending January 2027.

This certification is given to organizations that demonstrate a high level of trust, camaraderie, and positive workplace culture based on employee feedback and assessment.
It has enhanced APAR's reputation as an employer of choice and helps attract and retain top talent.

Our people

APAR's people are the key to its growth. One of its fundamental beliefs is that a group of passionate and empowered individuals can accomplish absolutely everything.

APAR's corporate philosophy is to encourage practice "to do what is right as a human being". It nurtures a cohesive team culture that inspires employees to actively participate in all organizational development initiatives with no limitation of opportunities which makes APAR an exciting place to be in.

APAR encourages employees to undertake fun-at-work initiatives so that they enjoy a sense of bonding within the company.

Employee Care

APAR respects the right to freedom of association, participation, collective bargaining, and provides access to appropriate grievance redressal mechanisms.

The Company's policies provide and maintain equal opportunities for employment. Socio-economic background, race, caste, religion, ancestry, marital status, sex, age, nationality and disability have never been, and will never be a deciding factor for employment.

The Company's corporate & factory locations do not have any child labor, forced labor or any form of involuntary labour, paid or unpaid.

The Company's priority is to provide a work environment that is safe, hygienic, humane, and which upholds the dignity of the employees. This ensures that employees feel safe and secure in discharging their responsibilities.

There is continuous skill and competence upgradation of employees through provision of access to necessary learning opportunities, on an equal and non-discriminatory basis to promote employee morale and career development.

Benefits to its employees include:

- Long term service award
- Benevolent fund for employees
- Education assistance
- Advance loan & Home loan interest subsidy
- Employee wedding (premium car rental) policy
- Mediclaim for employee & family members & GPA for employees
- Annual medical checkup & hospital assistance
- Ambulance service @ home
- Free bus facility
- Parental leaves
- Flexi working hours
- Hybrid model of work from home & work from office

Employee engagement

APAR engages with its people through direct interactions, feedback, newsletter, e-mails, employee engagement surveys, open-forum and exit interviews. All of its people are free and are motivated to provide their ideas, suggestions, and insights across strategy, operations, technology, and organization.

Mentorship program

The Company has a mentorship program in place, which is designed to facilitate the senior leaders (identified as Mentors) in the company to pass on their experience and expertise to the Mentees (High Potential -- HiPo employees) and develop them into the future leaders of the company. This is a great opportunity for the senior leaders to pass on their legacy and give back to the company in terms of knowledge & skills and strengthen the organization further in the long run. Unlike similar learning initiatives like training programs or online courses, mentoring utilizes the current available resources that company already has in order to upgrade its workforce.

Learning & Development / Training

For the Company to grow, its employees must grow and develop continuously. APAR offers learning and development opportunities for its employees across levels. These include training on:

- Leadership development
- Soft skills development
- Technical training
- Training on Human Right and other social issues
- Specialized training on procurement
- Training on Sustainability
- IT awareness & Cyber Security program

In addition, the Company had designed and implemented rigorous training program for new joinees in the Company's LDC business, which includes training on Sales Basics, Product Basics, Sales field automation, Soft skills, Presentation skills etc. The details are all training / awareness programs conducted during FY 2025-26, are provided below:

T1. Governance, Risk & Compliance (GRC)

Module	Topics covered	No. of Program	Persons benefitted
APAR Values / Code of Conduct	APAR Code of Conduct; Ethics; Conflict of Interest; Promotion of Diversity; Equity & Inclusion; Corruption & Bribery prevention	#20	1,382
Awareness Program for Suppliers (incl. Supplier Code of Conduct)	**Labour & Human Rights issues:** Human Rights; Child & Forced Labour; Equal employment opportunities; Prevention of Discrimination and Harassment; Working hours and Minimum Wages etc. **Health, Safety:** Safe and healthy working environment for employees; complaince with APAR's Health and Safety policies. **Environment Sustainability:** Compliance with Environmental Sustainability, incl. GHG emissions, consumption of water & energy, Management of waste and hazardous materials; Biodiversity, climate change and water security, wherever applicable; complaince with APAR's policies **Business Integrity, Anti-Bribery:** Desist from unfair / anti-competitive trade practices, bribe / gifts / donations or comparable benefits; Guideline for Suppliers.	#8	334
Occupational Health & Safety (OH&S)	Health & Safety; Hazardous substance	#570	*9,501
Cyber Security & IT Awareness programs for Employees	Phishing Awareness; Safe Internet Browsing; Ransomware; Password Security; Emerging Threats	#14	*6,130
POSH (Prevention of Sexual Harassment) for Employees & Workers	POSH training	#11	All
Human Rights Certifications	Human Rights awareness & certifications	#13	633

*not unique

T2. Sustainability & ESG

Module	Topics covered	No. of Program	Persons benefitted
ESG (Social) Awareness Programs for Employees	Child & Forced Labour; Human Rights; Grievance Redressal; Whistleblower Policy; Freedom of Association; Equity Diversity & Inclusion; Prevention of Discrimination & Harassment; POSH (Prevention of Sexual Harassment); Health & Safety; Working Conditions; United Nations Sustainable Development Goals (UN SDGs)	#49	2,774
ESG (Environment) Awareness Programs for Employees	Climate Change; Greenhouse Gases (GHGs); APAR Climate Targets; Sustainability Governance; Emissions & Intensities; Emission Reduction Initiatives; Renewable Energy (RE); Water footprint & Water Footprint Reduction Initiatives; Energy Conservation; Health & Safety; Climate Risks; Waste Reduction; UN SDGs; NGRBC (National Guideline on Responsible Business Conduct) Principles; Various Environment Policies @ APAR; Various online courses from UDEMY (***list provided separately**)	#47	2,029

*** List of Online courses conducted from Udemy

- Basics of Sustainability: Learn in Simple Language
- Carbon Accounting and E-Liability as Tools for Reducing GHGs
- Climate Change and Green Infrastructure
- Climate Change Risk Management
- Employee's Guide to Sustainability & ESG (with AI Role Play)
- ESG Performance Measurement
- ESG: Water Conservation in Business For Sustainability
- How Sustainability is Changing The Financial Sector
- Scope 3 Emissions Masterclass: From Data to Action
- Sustainability: Carbon Accounting Essentials
- Sustainable Supply Chains 2: Operational Strategies

- Sustainable, Green and Climate Finance: High-level Overview
- The Complete Starter Guide to Climate Change

T3. People Well-being & Engagement

Module	Topics covered	No. of Program	Persons benefitted
Employees Wellness Programs & Counselling Sessions	**Personal Areas:** Life Management; Parenting; Addiction; Physical, Emotional, Social and Behavioural issues; Decision making; Stress management; Self Esteem / Positive attitude; Enhancing interpersonal relations; Communication skills; Conflict management; Work life balance; Managing career & family; Marital issues **Professional Areas:** Stress management; Conflict management; Motivation; Performance anxiety; Team Building and management; Leadership; Decision making; Anger management; Poor morale; Absenteeism; Career Planning & Goal setting; Problem solving; Self confidence	#77	****17
Team Building	Team Building training	#7	230
GPTW Action Planning Workshop	Action planning on the basis of outcome of employee GPTW survey	#13	23

**** some individuals attended multiple one-to-one counselling sessions.

T4. Leadership Development

Module	Topics covered	No. of Program	Persons benefitted
Leadership Conclave for Leaders	Leadership conclave for APAR leaders	#1	129
Governance for a Sustainable Future	Governance for a Sustainable Future, Cambridge Institute for Sustainability Leadership	#1	1

T5. Capability Development

Module	Topics covered	No. of Program	Persons benefitted
Soft Skill	Development of Soft skills	#52	1,319
Technical Skill Upgradation	Technical Skill Upgradation	#101	4,300
Procurement Capability Building for Buyers (conducted during FY 24-25)	Sustainability; Sustainable Procurement; Strategic Sourcing; Business Partnering; Spend Analysis; Category Management; Supply Planning; Data Analytics; Innovation; P2P Procurement; Negotiations; Governance; and MIS	#12	172
Quality Management System (QMS) incl. Six Sigma	QMS and Six-Sigma training	#18	339

KPIs:

Average Training Hour per Employee = 31.30

Certifications: All the plants of APAR are certified with ISO 45001:2018 (Occupational Health and Safety (OH&S) management systems).

ESSENTIAL INDICATORS

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

% of employees covered by

Category	Total (A)	Health Insurance No. (B)	% (B/A)	Accident Insurance No. (C)	% (C/A)	Maternity Benefits No. (D)	% (D/A)	Paternity Benefits No. (E)	% (E/A)	Day Care Facilities No. (F)	% (F/A)
Permanent Employees											
Male	2065	2065	100%	2065	100%	NA	NA	2065	100%	NA	NA
Female	267	267	100%	267	100%	267	100%	NA	NA	106	40%
Total	**2332**	**2332**	**100%**	**2332**	**100%**	**267**	**100%**	**2065**	**100%**	**106**	**40%**
Other than Permanent Employees											
Male	0	0	0%	0	0%	NA	NA	0	0%	NA	NA
Female	0	0	0%	0	0%	0	0%	NA	NA	0	0%
Total	**0**	**0**	**0%**	**0**	**0%**	**0**	**0%**	**0**	**0%**	**0**	**0%**

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

% of workers covered by

Category	Total (A)	Health Insurance No. (B)	% (B/A)	Accident Insurance No. (C)	% (C/A)	Maternity Benefits No. (D)	% (D/A)	Paternity Benefits No. (E)	% (E/A)	Day Care Facilities No. (F)	% (F/A)
Permanent Workers											
Male	89	89	100%	89	100%	NA	NA	89	100%	NA	NA
Female	0	0	0%	0	0%	0	0%	NA	NA	0	0%
Total	**89**	**89**	**100%**	**89**	**100%**	**0**	**0%**	**89**	**100%**	**0**	**0%**
Other than Permanent Workers											
Male	7516	7516	100%	7516	100%	NA	NA	0	0%	NA	NA
Female	202	202	100%	202	100%	202	100%	NA	NA	59	29%
Total	**7718**	**7718**	**100%**	**7718**	**100%**	**202**	**100%**	**0**	**0%**	**59**	**29%**

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

	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the company	0.08%	0.11%

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

	FY 2025-26			FY 2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	NA	100%	100%	NA
ESI	100%	100%	Y	100%	100%	Y
Others – Superannuation (Managers & above, voluntary)	100%	0%	Y	100%	0%	Y

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.

The Company is committed to promote and to have an inclusive and diverse workforce. Hence aspects of accessibility and equity are equally important and are considered.

Wheelchair ramp @ APAR Umbergaon Cable Plant office entrance

Washroom for specially-abled persons @ APAR Khatalwada Cable Plant

Wheelchair for specially-abled persons @ APAR Umbergaon Cable Plant

All our facilities have ramps at entry locations and lobbies to facilitate movement through wheelchairs. In addition, provision for special toilets is made for specially-abled persons.

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

Yes. APAR nurtures an inclusive culture that does not discriminate on the basis of religion, gender, caste or disabilities and has a policy for equal opportunity for all, as per the Rights of Persons with Disabilities Act, 2016.

The web-link to this policy is:

https://apar.com/wp-content/uploads/2023/03/Social_Policies/8.Equal_Opportunity_Accessibility_Policy_for_Persons_with_Disabilities.pdf

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	100%	100%
Female	100%	100%	NA	NA
Total	**100%**	**100%**	**100%**	**100%**

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

	Yes / No (If Yes, then give details of the mechanism in brief)
Permanent Workers Other than Permanent Workers Permanent Employees Other than Permanent Employees	Yes, the Company is committed to providing a safe and conducive work environment to all of its employees and workers, and has a mechanism to receive and redress grievances for its employees and stakeholders. Mechanism: a) Employees are encouraged to share their concerns with their reporting manager. An answer is expected within 48 hours from the reporting manager. b) In case the employee is not satisfied with the answer of his reporting manager, or answer is not received within the stipulated time, the employee can present his case to the head of the department. An answer is expected within 3 days from the head of the department. c) In case the employee is not satisfied with the answer of head of the department, the aggrieved employee can request to forward his case to the Grievance Committee, which shall make its recommendations within 7 days. d) The final decision by the management is communicated to the employee. If no agreement is possible, the employee and management may refer the matter to voluntary arbitration. The Grievance Committee consists of 5 members across functions at locations out of which one of the members shall be Chairman of the Committee, nominated by the local management. Link to the Grievance Redressal Policy for employees is provided below: https://apar.com/wp-content/uploads/2023/03/Social_Policies/APAR-Grievance_Redressal_Policy_for_Employees.pdf Additionally, the Company has implemented following policies to ensure amicable work environment: a) Policy for Prevention of Sexual Harassment at Workplace (POSH), which can be accessed from the link: https://apar.com/wp-content/uploads/2023/03/Social_Policies/16.POSH_at_Workplace.pdf b) Whistle Blower Policy, which can be accessed from the link: https://apar.com/wp-content/uploads/2023/03/Social_Policies/20.Whistle_Blower_Policy.pdf c) Employee Relations Policy, which can be accessed from the link: https://apar.com/wp-content/uploads/2023/03/Social_Policies/7.Employee_Relations_Policy.pdf Over and above, the Company has works committee, safety committee, and canteen committee to manage and ensure a conducive work environment. Employee Satisfaction Survey was conducted to gauge the level of satisfaction of employees.

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

Gender	FY 2025-26			FY 2024-25		
	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 (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)
Total Permanent Employees						
Male	2065	0	0%	1829	0	0%
Female	267	0	0%	227	0	0%
Total Permanent Workers						
Male	89	0	0%	99	0	0%
Female	0	0	0%	0	0	0%

The Company respects the right of employees to free association and union representation. During the year under review, there was no employee association or union representation in the Company. In respect to this we have an internal Works Committee as per the Industrial Disputes Rules 1957 sub-section (1) of Section (3). This committee comprises of employees & workmen who are elected. This committee addresses to the concerns and issues raised by employees, takes collective decisions and maintains harmonious relationship between employer and workmen.

8. Details of training given to employees and workers

Category	FY 2025-26					FY 2024-25				
	Total (A)	On H&S issues		On Skill Upgradation		Total (D)	On H&S issues		On Skill Upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	2065	1521	74%	1819	88%	1829	1401	77%	1059	58%
Female	267	173	65%	241	90%	227	165	73%	121	53%
Total	**2332**	**1694**	**73%**	**2060**	**88%**	**2056**	**1566**	**76%**	**1180**	**57%**
Workers										
Male	7605	7605	100%	2107	28%	7600	7600	100%	1134	15%
Female	202	202	100%	133	66%	80	80	100%	34	43%
Total	**7807**	**7807**	**100%**	**2240**	**29%**	**7680**	**7680**	**100%**	**1168**	**15%**

Safety is of paramount importance to the Company. All the plant people, including employees, workers and contract workers are imparted at least one training on H&S each year. The Company's contractual employees receive mandatory safety training before entering the premises and get on-the-job training through the contractor.

Skill development training is provided as per the TNI (Training Need Identification). Following types of skill-development training are imparted for skill upgradation:

i. Functional / Technical training

ii. Training on soft skills

iii. On-the-job training

The employees receive training through classroom as well as web-based training programs. Various trainings are identified and conducted as per the training calendar, including operational / functional training, six sigma, soft skills and leadership development programs which are derived from the performance appraisals and competency matrix.

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

All employees participate in regular Performance and Career Development Reviews, facilitated through the Company's comprehensive Human Resource Management System (HRMS) portal. These reviews include structured discussions and periodic feedback sessions aimed at fostering individual growth and development. Additionally, High Potential (HiPo) employees are systematically identified to receive targeted support and opportunities for accelerated career progression.

To promote internal mobility and career advancement, APAR has implemented a well-defined Internal Job Posting (IJP) policy that encourages employees to explore new roles and opportunities within the organization.

As per the 2026 Employee Satisfaction Survey, a significant majority of employees expressed high levels of satisfaction and a strong sense of belonging to APAR. This positive sentiment is further supported by a variety of employee-centric initiatives, including career development programs and structured suggestion schemes, both of which contribute meaningfully to personal and professional growth.

APAR remains committed to nurturing talent, recognizing potential, and creating a dynamic workplace that aligns employee aspirations with business goals.

Category	FY 2025-26			FY 2024-25		
	Total (A)	No (B)	% (B/A)	Total (A)	No (B)	% (B/A)
Employees						
Male	2065	2065	100%	1829	1829	100%
Female	267	267	100%	227	227	100%
Total	**2332**	**2332**	**100%**	**2056**	**2056**	**100%**
Workers						
Male	89	89	100%	99	99	100%
Female	00	0	NA	00	0	NA
Total	**89**	**89**	**100%**	**99**	**99**	**100%**

10 Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes / No)

Yes, we have implemented a robust health and safety management system across our business.

All APAR's manufacturing locations have been certified for OHSAS-18001 / ISO 45001 for Occupational Health & Safety; undertakes regular safety audits to identify hazardous acts; ensure compliance with standard operating procedures; and assess the performance of the company's safety measures. The certificates are uploaded at our website, and can be accessed through:

https://apar.com/apar-esg-report/ under the 'Certificates' tab.

Key Highlights:

- ISO 45001 certification at all manufacturing locations
- Regular conduct of safety audits at plants
- Each manufacturing unit of APAR has its own unit-level safety committee, led by the unit or facility heads.
- Each APAR plant has been equipped with the (a) safety & 5S committee (b) suggestion scheme (c) Kaizen (d) Safety engagement activities, and (e) a team of qualified H&S professionals at each manufacturing location.

We are also implementing a modern EHS platform which will offer automated workflows and immediate notifications to the relevant parties, seamless data flows across the organization, organization wide standardization of processes, enhanced transparency and quick actions. The status as of Mar 2026 is as follows:

Sprint-1: Implemented in Jan 2026
[Modules: Audits Management | Document Control
Training Management | CAPA | Accident & Safety Reporting | Insights]

Sprint-2: Planned by Jul 2026
[Modules: JSA (HIRA) | Risk Assessment | Change Management | Permit to Work]

Sprint-3: Planned by Oct 2026
[Modules: Behaviour based safety | Emergency Response Planning | Safety Data Sheets | Compliance Obligation | Aspects, Objectives and Targets | Dashboards and Analytics | Data Migration]

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

Hazard Identification and Risk Assessment ("HIRA") is used for routine and non-routine activities. When there is a change in the workplace, such as to a production line layout, equipment, applicable legal requirements, we conduct hazard identification and risk assessments to prevent new hazards and reduce risks.

Each manufacturing location conducts hazard and risk assessments annually to determine if additional precautions are needed for health and safety management. We engage employees and encourage participation in health and safety management. This program enables employees to understand how to identify potential risks and hazards in their daily work environment. Through this and other programs, we are able to increase awareness and implement a sense of ownership in maintaining a safe workplace for everyone.

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

Yes, all our plant locations have incident and hazard reporting procedures laid down to assist the workforce to highlight unsafe working conditions.

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

Yes. All employees are covered under Company's health insurance and personal accident policy.

In order to provide quality healthcare to all sections of society, including its employees and workers. APAR has tie-ups with local hospitals for healthcare facilities.

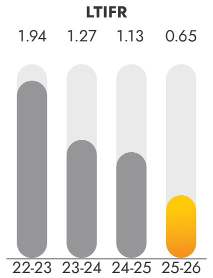
All these facilities have benefitted its employees, workers, and the community at large.

11 Details of safety related incidents, in the following format

Safety Incident / Number	Category	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.00	0.36
	Workers	0.65	1.13
Total recordable work-related injuries	Employees	0	1
	Workers	20	26
No. of fatalities	Employees	0	0
	Workers	0	0
No. of permanent disabilities	Employees	0	0
	Workers	1	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	1

Key Highlights:

- No fatal accidents during FY 2025-26
- Continuous reduction in LTIFR (workers) from 1.94 in FY 22-23 to 0.65 in FY 25-26
- Total man-days lost due to injuries: 1134
- Total manhours worked: Employees 3,162,672 Hrs | Workers 30,909,656 Hrs



12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

Following measures are taken by APAR to ensure a safe & healthy workplace:

a) Hazard identification, Risk Assessment and Management is done in accordance with Hazard Identification and Risk Assessment (HIRA) Procedure.

b) Hierarchy of controls is followed for application of risk control measures. Control Plans commensurate to risk are deployed before execution of job. No job is executed until risks are brought to acceptable range i.e. work permit system.

c) Safety Committees are in place at various levels to review the adequacy of resources for safety and to provide support for safety management system deployment.

d) Periodic safety audits and inspections across sites.

e) Deployment of suggestion and feedback scheme at plants.

f) Regular training to Employees & Workers on health & safety.

g) Celebrate Fire Safety / National Safety Day at APAR plants to increase awareness.

Fire Service Day @ APAR

National Safety Week Celebration @ APAR Rakholi Conductor Plant

Fire Extinguisher usage training @ APAR Conductor plant

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

	FY 2025-26			FY 2024-25		
	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	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

During the reporting period, the company did not receive any formal complaints related to Health & Safety (H&S) or working conditions from employees or workers. However, we recognize that continuous improvement is key to maintaining a safe and supportive work environment.

Formal feedback (through employee satisfaction surveys) and Informal feedback and suggestions for enhancing H&S practices and workplace conditions are encouraged through various internal communication channels and are reviewed regularly to identify and implement potential improvements.

APAR is re-certified as a Great Workplace for the third year in row, till the period ending January 2027. The GPTW (Great Place To Work) survey findings are studied, and action plans are made based on these findings. One such finding was the need to strengthen work-life balance, and 5-days workweek was implemented for all employees based in Offices including all the Branch Offices.

At the plant level, we are implementing a modern EHS platform. The details are provided against question 10 above.

Additionally, suggestions are encouraged at our regular safety committee meetings at the plants on issues such as working conditions and health & safety.

14. Assessments for the year:

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

All of APAR's manufacturing locations are covered under the ISO 45001 / 2018: Occupational Health and Safety Management Systems. Compliance to safe working conditions is an essential aspect of EHS management systems. In addition, all APAR units undergo periodic Environment, Health & Safety audits at all division to verify compliance with Standards.

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.

During the reporting period, no major safety-related incidents were reported.

However, as part of APAR's proactive approach to health and safety, periodic risk assessments and safety audits, such as Fatal & Serious Injury (FSI) prevention system, HIRA and incident reporting system are in-place. Accordingly, the corrective & preventive actions are implemented to mitigate the risk within the stipulated time frame.

The following initiatives are implemented to address safety-related risks:

a) Implementation of LOTO (Lock-Out and Tag-Out) system: Our Cables and Polymers Business, Umbergaon has implemented the Lock-out Tag-out (LOTO) system to safeguard our workers from hazardous energy during maintenance. This procedure prevents accidental start-up or release of energy in machinery and equipment.

LOTO protects team members from risks like electrical, mechanical, hydraulic, pneumatic, chemical, or thermal energy sources. Such hazards could lead to electrocution, burns, crushing, or other injuries. The system ensures safe isolation of energy before any maintenance begins.

Recent LOTO training workshops and demonstration sessions equipped participants with hands-on skills. This initiative bolsters EHS standards at Umbergaon plant, reducing maintenance risks and fostering a safer workplace.

b) Fire Hydrant system to ensure the fire safety and celebration of fire-service day.

c) Installation of retractable life line system for curing tank.

d) Fall protection system for rooftops during the project and maintenance work at height.

e) Additionally, approx. 400 numbers of safety Kaizen has been implemented under the suggestion schemes to make our people safe.

f) Implementation of Flood management system to prevent plant property, including (i) construction of water collection pit (ii) installation of heavy capacity water evacuation pumps along with flood gates to prevent flood during monsoon in plant premises.

g) Provided safety railings and walkways in roof top solar panels for safe repairing and cleaning jobs etc.

h) Regular training on safety: 570 training programs on Occupational Health & Safety (OHS) were imparted during FY 25-26.

LEADERSHIP INDICATORS

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

Employees – Yes

Workers – Yes

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

The Company had taken following measures to ensure that statutory dues have been deducted and deposited by the value chain partners:

a) GST: The finance department of the Company checks with the GST portal to ensure that the GST dues are deposited by our supply chain partners. This exercise is done every quarter. In case of any non-compliances, it is escalated to the concerned purchase manager for action.

b) PF & ESIC of Contract Labours employed by our supply chain partners within APAR premises is checked thoroughly and monitored by APAR HR team.

c) Majority of our sourcing is through top suppliers, who have their own internal checks and balances to ensure compliance and payment of all the statutory dues in time.

d) For smaller suppliers, the Company has a system of vendor assessment / audit during vendor on-boarding, wherein we take declaration from the suppliers that all statutory dues are paid in time. Additionally, vendors are sensitized on this topic through regular webinars.

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

	Total no. of affected employees / workers		No. of employees / workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employees	0	0	NA	NA
Workers	0	1	NA	NA

In all these cases, the employees & workers have re-joined work.

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

Yes. We do provide opportunities to employees & workmen who have superannuated from the services of the company.

The extended services of superannuated employees are used in the advisory roles or in the capacity of retainers with the organization. These employees with their rich experience help the organization to achieve the desired objective more effectively and efficiently.

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

	% of value chain partners (by value of business done with such partners) that were assessed
Working Conditions	*100%
Health & Safety practices	*100%

100% of our suppliers are assessed for working conditions, and health & safety through vendor assessment at the time of vendor onboarding. For all Tier-1 suppliers, we have incorporated a supplier audit framework which covers all aspects across Environment, Health and Safety.

* All traders and manufacturing suppliers having insignificant supply values are not included.

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

In case of any non-compliance, the matter is taken up with the supplier immediately. The suppliers need to take corrective actions and are on-boarded only when the corrective actions are implemented.

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders.

The Company has a wide variety of stakeholders and has been consciously engaging with them to understand their requirements.

Many of the Company's key stakeholders, including customers, investors having about 1 lakh shareholders, suppliers, and employees have been increasingly asking about performance on sustainability parameters. This has helped the Company to determine its priorities on areas of sustainability that are material to its business success.

ESSENTIAL INDICATORS

1. **Describe the processes for identifying key stakeholder groups of the entity.**	Our stakeholders are those individuals or organisations who have an interest in, and / or whose actions impact our ability to execute our strategy. Our stakeholders play an integral role in our journey, and we recognise the need to partner with them and understand their concerns to run and manage our businesses. Our process of stakeholder engagement involves identifying key internal and external stakeholders followed by analysing the impact of each stakeholder groups on our business and vice versa.

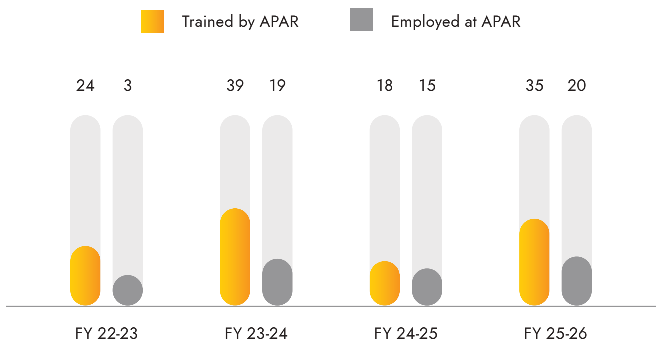
2. **List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.**

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
Shareholders	No	Annual General Meeting, Stock Exchange Disclosures, Quarterly and Half yearly Results Publication, Email Communications, Letters, Press Release, Complaints redressal, 100 days Saksham Niveshak campaign program where Shareholders are advised to claim their unpaid/ unclaimed dividend lying with the Company to avoid transfer to IEPF (https://apar.com/saksham-niveshak/). Shareholders can easily access to claim their unclaimed dividend and shares at a glance by visiting the IEPF section link : https://apar.com/iepf/	• AGM- Annual • H/ Y Results- Half yearly • Q/ Y Results- Quarterly • Others- Ongoing	Financial Results, Dividends, Induction of Board members, Changes inshareholding, Company's growth plan, KYC and Bank details updation, unpaid/ unclaimed dividend etc.
Employees	No	Training & Awareness programs, In-house APAR Engage magazines, Goal setting, Performance appraisal, Meetings, Exit interviews, Wellness initiatives, Grievance Mechanism Functioning, Email, Intranet, Circulars etc.	Regular	KRA setting, Performance Management, Improvement areas, Training and awareness, Brand communication, Health & Safety engagement etc.
Customers	No	Awareness Programs, Distributor/ Retailer/ meets, APAR Plant visits, Trade body membership, Complaints management, Conferences, Website etc.	Regular	Target setting, Product quality & availability, New product launches etc.
Suppliers	No	Awareness Programs, Plant visits, Trade association meets, Seminars, Grievance handing mechanism etc.	Regular	Delivery schedule, Product & Service quality, Payments, ESG consideration (sustainability, safety checks, compliances, ethical behaviour) etc.
Government	No	Meetings with local administration/ state government authorities through seminars on need basis, emails and meetings, Regulatory audits/ inspections etc.	Need basis	Discussions with regard to various regulations, amendments, inspections, approvals and assessments; Govt. Policies etc.
Community	No	Community visits and projects, partnership with local charities, volunteerism, seminars / conferences	Regular	Training & Employment, Water management, Community development, Livelihood support, disaster relief etc.

LEADERSHIP INDICATORS

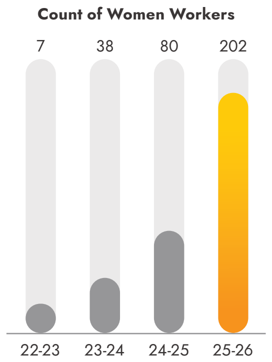
1. **Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.**	In the Board Meetings, feedback/ internal audit reports are discussed, and progress on various sustainability (ESG) parameters are shared. Suggestions from the Board Members are implemented.
2. **Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**	Yes. We engage with our stakeholders regularly on sustainability related issues. • Employees are actively encouraged to give their suggestions and participate in the implementation thereof. • Awareness programs on environmental and social topics are conducted regularly for our employees and suppliers. These awareness programs provide a platform to discuss the environmental and social issues with the stakeholders, and accordingly the inputs received from stakeholders are discussed, debated and implemented where feasible. • In addition, prominent customers send us detailed questionnaires on the progress of our sustainability initiatives, to which we regularly respond. This also gives us a detailed understanding of their expectations. • Platforms such as CDP and EcoVadis give us a clear indication of the expectations from a global standpoint, which enable us to fine-tune our policies and practices.
3. **Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.**	APAR follows an integrated development approach which specifically targets the disadvantaged, vulnerable and marginalised stakeholders. It has been the Company's constant endeavour to focus on inclusive and collaborative growth. • **Employment:** APAR management always looks forward to offering merit-based employment to the historically disadvantaged sections of society including scheduled castes/ tribes, other backward classes at all the plant locations. 86% of our permanent workers and 89% of our total contract workforce at plants belong to SC, ST or OBC category. In addition, 50% of our employees are from rural and/ or semi-urban areas. • **Employment Generation for tribal youths:** We have tied up with Sri Nityanand Educational Trust Sanchalit Govardhan Skill Development Centre, Wada (District: Palghar, Maharashtra). The Centre is dedicated to generating employment opportunities for tribal youth by equipping them with technical skills through various short-term courses affiliated with the National Institute of Open Schooling (NIOS).

Over the past four years, 116 tribal youths have been trained and 57 of them are now employed at Cable Business of APAR.

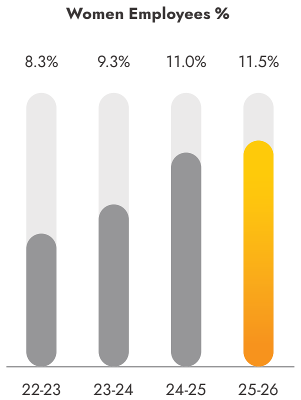


Additionally, 11 trainees are presently undergoing industrial training with APAR, gaining hands-on experience and preparing for future employment opportunities.

- **Inclusion of person with disabilities (PwDs):** APAR is committed to including persons with disabilities in our employment ecosystem and workforce. Presently, there are four differently abled employees (two men and two women), and four differently abled workers at APAR.
- **Women Employment:** We are focusing to improve women participation both as Employee and as our shop floor workers.



The count of women workers has increased from 7 in FY 22-23 to 202 in FY 25-26.



The overall employee diversity has increased from 8.3% in FY 22-23 to 11.45% in FY 25-26.

(more details on facilities provided to our women workers is provided at the end of Principle 4)

- Procurement: APAR is responsible member of the local communities where it has its plants, and the focus is on increasing local procurement where possible.
- Water security: 89,531 KL of RWH (Rainwater Harvesting) was done during FY 2025-26 through aquifer recharge. It has improved the local water table and ensure water security for both APAR and the neighbourhood communities.

Following facilities are provided for our women workers:

- Saraswati Training Program: Initiative by APAR Industries to onboard, train, and develop women employees for smooth integration and career growth.
- Unconscious Bias Training: Conducted for hiring managers to ensure fair and inclusive recruitment.
- DEI Training Program: Organization-wide sessions to build awareness on diversity, equity, and inclusion.
- Women Connect Sessions: Regular forums for women employees to share experiences and network.
- International Women's Day Initiative: Annual activities to recognize and celebrate women employees.
- Maternity Support Program: 26 weeks of paid leave with flexible return-to-work options.
- Day Care Facilities for childcare.
- Hybrid Work Model: Flexible working structure to support work-life balance.
- Women Leadership Development: Programs to groom high-potential women for leadership roles.
- Mentorship & ERG Participation: Platforms for guidance, support, and community building.
- Campus Hiring Initiative (Women Focus): Drives to increase women representation in technical roles.
- Safety & Cab Reimbursement Policy: Travel support for women working beyond office hours, if required.

Some KPIs related to above are as follows:

- Percentage of women in Top Management Level: 4.2%

Some KPIS related to inclusion of minority group are as follows:

- Percentage of Employees from a Minority/ Vulnerable Group: 3.7%
- Percentage of Employees from a Minority or Vulnerable Group at Top Management Level: 4.7%

PRINCIPLE 5: Businesses should respect and promote human rights.

The Company is committed to support the principles contained within the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, the ILO Core Conventions on Labor Standards, the UK Modern Slavery Act and other similar laws and principles.

Towards this the Company had implemented many policies, including:

- APAR Code of Conduct
- Child & Forced Labour Policy
- Human Rights Policy
- Policy on POSH
- Policy for Prevention of Workplace Harassment
- Working Condition Policy
- Grievance Redressal Policy for Employees
- Whistle Blower Policy
- Flexible Working Hours Policy

These policies are available at Company's website at https://apar.com/sustain_envt_policies/ under 'Social Policies' tab.

Regular training is being conducted to make all employees aware of these issues.

In addition, human right issues form an integral part of Company's new supplier on-boarding assessment and APAR's Supplier Code of Conduct to which each supplier needs to agree and provide consent.

Respect for the dignity of the individual and for the importance of each individual's Human Rights forms the basis of the behaviors, the Company expects of every individual who works for us, either as an employee or indirectly or through its supply chain.

The Company does not accept any form of discrimination, harassment or bullying within APAR or its supply chain. These include requiring suppliers to take measures to avoid any form of forced, bonded or compulsory labor (or any other kind of modern slavery or human trafficking).

ESSENTIAL INDICATORS

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of persons covered (B)	% (B/A)	Total (C)	No. of persons covered (D)	% (D/C)
Employees						
Permanent	2332	2332	100%	2056	2056	100%
Other than Permanent	0	0	0%	0	0	0%
Total Employees	**2332**	**2332**	**100%**	**2056**	**2056**	**100%**
Workers						
Permanent	89	89	100%	99	99	100%
Other than Permanent	7718	7718	100%	7581	7581	100%
Total Workers	**7807**	**7807**	**100%**	**7680**	**7680**	**100%**

All our employees are provided training on the APAR Code of Conduct, which cover key human rights issues. In addition, regular webinars are conducted which covers topic such as human rights, child labour, forced labour, harassment, POSH (Prevention on Sexual Harassment), etc.

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

The Company is paying more than the minimum wage to all its employees and workers.

The wage rates in scheduled employments differ across states, sectors, skills, regions, and occupations owing to various factors. Hence, there is no single uniform minimum wage rate across the country and the revision cycle differs for each state. However Minimum wages are paid and adhered by the Company as per the minimum wage notification issued by the respective Central and State bodies for different establishments under the Minimum Wages Act and Rules.

Category	FY 2025-26					FY 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										
Male	2065	0	0%	2065	100%	1829	0	0%	1829	100%
Female	267	0	0%	267	100%	227	0	0%	227	100%
Other than Permanent										
Male	0	NA	NA	NA	NA	0	NA	NA	NA	NA
Female	0	NA	NA	NA	NA	0	NA	NA	NA	NA
Workers										
Permanent										
Male	89	0	0%	89	100%	99	0	0%	99	100%
Female	0	NA	NA	NA	NA	0	NA	NA	NA	NA
Other than Permanent										
Male	7516	0	0%	7516	100%	7501	0	0%	7501	100%
Female	202	0	0%	202	100%	80	0	0%	80	100%

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

a. Median remuneration / wages:

Segment	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	6	₹ 96,79,500	1	₹ 10,75,000
Key Managerial Personnel	5	₹ 1,83,19,001	0	NA
Employees other than BoD and KMP	2065	₹ 950,855 CTC p.a.	267	₹ 629,370 CTC p.a.
Workers	89	₹ 536,880 CTC p.a.	0	NA

KPI: Average Unadjusted Gender Pay Gap: 33.80%

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	5.03% [*1]	6.44%

[*1] Gross wages pertain to wages paid in India and includes permanent workers.

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

Yes. The Company has following committees for addressing human right issues :

1) Ethics Committee -- Ethics Committee can be reached by sending email at ethics.taskforce@apar.com

2) Grievance Committee

3) Works Committee

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

The Company seeks to conduct business in a manner that respects the human rights and dignity of people. The Company's Code of Conduct demonstrates its commitment towards the preservation of human rights across the value chain. The Company believes that a sustainable organization rests on ethics and respect for human rights. The Company promotes awareness of the importance of respecting human rights within its value chain and discourages instances of abuse. The Company has constituted the following Committees to take care of human rights issues:

a) Ethics Taskforce – This Committee is responsible for addressing all unethical issues, including human rights, violation of APAR Code of Conduct, integrity, financial wrongdoing, harassment, discrimination, victimization, malpractices etc.

b) Grievance Committee – This committee addresses the grievances raised by employees & workmen incl. human rights issue, mainly grievances against canteen facilities, working conditions, harassments, facilities, OT, leave etc. This consists of five members across functions at locations, and the Chairman is nominated by the local management.

c) Works Committee – The Company has an internal Works Committee as per the Industrial Disputes Rules 1957 sub-section (1) of Section (3). This committee comprises of employees & workmen who are elected. This committee addresses the concerns and issues raised by employees, takes collective decisions and maintains harmonious relationship between employer and workmen.

The Company has implemented a Human Rights Policy, which can be accessed from the below link:

https://apar.com/wp-content/uploads/2023/03/Social_Policies/13.Human_Rights_Policy.pdf

The Grievance redressal policy for Employees can be accessed from below link:

https://apar.com/wp-content/uploads/2023/03/Social_Policies/APAR-Grievance_Redressal_Policy_for_Employees.pdf

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

Category	FY 2025-26			FY 2024-25		
	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	1	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	

The relationship between the Company and its employees/ workers is harmonious. As such, the employees/ workers voice their suggestions on an ongoing basis and these are discussed and implemented as per merit. Accordingly, there are no formal complaints.

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

	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	0
Complaints on POSH as a % of female employees	0.38%	0%
Complaints on POSH upheld	1	0

8.	**Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.**	APAR has implemented various policies to ensure prevention of adverse consequences to the complainant. These are (a) Whistle Blower Policy: APAR's Whistle Blower Policy provides for the following protection: i) Whistle blower complaint is a protected disclosure and the complainant can choose to remain anonymous. ii) The investigating officer has to protect the identity of the whistle blower. iii) The whistle blower is protected against any adverse action not limited to harassment, unfair termination of employment, demotion, suspension and biased behavior on account of whistle blower. (b) POSH policy It provides following protection: i) The POSH Committee has a women member to provide additional comfort to the victim. ii) The parties (victim and the alleged harasser) are advised to refrain from communication with each other in all possible ways, during the period of investigation. iii) The Company is determined to prevent retaliation, victimization, additional harassment, intimidation, humiliation, character assassination or reprisal in any manner of the complainant or any witnesses. In certain cases, the identity of the complainant is kept confidential. (c) Policy for Prevention of Workplace Harassment: It provides the following protection: i) Any retaliation or threat of retaliation against any complainant is considered as a violation of the Code of Conduct of the Company and will necessitate appropriate disciplinary action.
9.	**Do human rights requirements form part of your business agreements and contracts? (Yes/ No)**	Yes. Human rights requirement is a part of APAR Supplier Code of Conduct, which makes it integral to all agreements & contracts. We have initiated the process of getting our Suppliers (and service providers) read, understand, and accept (by signing) the APAR Supplier Code of Conduct. The link to Company's Supplier Code of Conduct is as below: https://apar.com/wp-content/uploads/2023/03/APAR_Supplier_Code_of_Conduct.pdf

10. **Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Sexual Harassment	100%
Discrimination at workplace	100%
Wages	100%
Other human rights related issues	

Approx. 30% of our revenue is from exports and majority of this is to US and European customers who have very stringent requirements from their supply chain on these aspects. Our overseas customers regularly conduct audits in our plant and take declaration from us on human right compliances including discrimination, child labour, forced labour, sexual harassment, workplace harassment, working hours, minimum wages etc.

In addition, all the facilities of APAR are audited for **Human Rights Excellence** under the standard BEC 1500:2024, and Platinum rating is awarded to all the facilities.

9.	**Provide details of any corrective actions taken or underway to address significant risks/ concerns arising from the assessments at Question 9 above.**	We have not found any major concern

LEADERSHIP INDICATORS

1.	**Details of a business process being modified/ introduced as a result of addressing human rights grievances/ complaints.**	During the reporting period, no business processes have been modified or introduced for addressing human rights grievances/ complaints.
2.	**Details of the scope and coverage of any Human rights due-diligence conducted.**	Our overseas customers regularly conduct audits in our plant and take declaration from us on human right compliances including discrimination, child labour, forced labour, sexual harassment, workplace harassment, working hours, minimum wages etc. In addition, all the facilities of APAR are audited for **Human Rights Excellence** under the standard BEC 1500:2024 and Platinum rating is awarded to all the facilities. The scope and coverage is as follows: **Scope:** Leadership | Non-Discrimination | Diversity and Inclusion | Forced labour & Human Trafficking | Child Labour | Freedom of Association & Right to collective bargaining | Fair Wages, Equal Remuneration and Benefits | Anti-Harassment | Environment, Health & Safety | Community Engagement | Reporting Concerns | Non-Retaliation **Coverage:** All the plants in India in all the three businesses were covered under this certification/ due-diligence.
3.	**Is the premise/ office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?**	Yes. All our facilities have ramps at entry locations and lobbies to facilitate wheelchairs.

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

	% of value chain partners (by value of business done with such partners) that were assessed
Child Labour	100% suppliers were assessed on these parameters through self-assessment either (a) in the form of their own published ESG/ Sustainability reports (b) through signing of Apar Supplier Code of Conduct to comply the above parameters. Additionally, we sensitize the suppliers through regular awareness webinars (8 webinars/ workshops were conducted for suppliers during FY 2025-26 covering a total of 334 suppliers) on key social & environmental issues. Vendor assessment while on-boarding/ audit: The parameters are assessed while vendor on-boarding, and only the suppliers who declare adherence to above parameters are on-boarded, and all human right assessments are in place from the very beginning.
Forced Labour/Involuntary Labour	
Sexual Harassment	
Discrimination at workplace	
Wages	
Other human rights related issues	

5.	**Provide details of any corrective actions taken or underway to address significant risks/ concerns arising from the assessments at Question 4 above.**	In case of any non-compliance, the matter is taken up with the supplier immediately. The suppliers need to take corrective actions and are on-boarded only when the corrective actions are implemented.

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

Environmental management

APAR has implemented a range of environmental management policies, as depicted in the box. These policies reflect Apar's commitment to responsible and sustainable operations, and can be accessed at Company's website at https://apar.com/sustain_envt_policies_environment/ under 'Environment Policies' tab.

- Air Pollution Policy
- Biodiversity Policy
- Climate Change Policy
- Environment Policy
- Goods & Services Poicy
- Material, Chemical Waste Policy
- Water Policy

LIST OF ENVIRONMENTAL POLICIES @ APAR

The Company has implemented adequate steps for protecting the environment. These include:

a) Renewable Energy (RE): Please refer to details provided under Q. No. 8 of Essential Indicators under this principle.

b) Environmental Certifications

- All the plants of APAR are certified with ISO 14001:2015 (Environmental Management Systems).
- Environmental Product Declarations (EPDs) have been completed for all major product categories. The assessments cover a comprehensive life cycle scope, including Modules A1–A3 (Product Stage), A4–A5 (Assembly/ Construction Process Stage), C1–C4 (End-of-Life Stage), and Module D (Benefits and Loads Beyond the System Boundary), in accordance with EN 15804+A2 and ISO 14025 / ISO 21930 standards.

c) Working to reduce Energy Intensity through various productivity measures, six sigma trainings, efficiency improvement initiatives etc.

d) Focusing on electrification: Shifting away from fossil-fuel based energy

e) Reduction of wastes: Plastic waste management through EPR, and minimising waste, re-cycling of waste, and safe disposal through proper channels

f) Other GHG reduction initiatives: Please refer to details provided under Q. No. 8 of Essential Indicators under this principle.

g) Water Stewardship: Please refer to details provided under Q. No. 3 of Essential Indicators under this principle.

h) Other initiatives for reduce environmental impacts: Some key other initiatives include –

- Increased sourcing and use of scrap as input material in production process;
- Development of environmentally friendly products;
- Sensitizing value chain partners on the issue through awareness webinars & workshops;
- Promotion of inland multi-modal transportation with a greater reliance on rail transportation to reduce dependence on road transport and lower overall carbon emissions;
- Expanding the use of coastal shipping for cargo movement as a more energy-efficient and environmentally sustainable alternative to long-haul road transportation;
- Initiation of pilot projects for transportation using LNG-powered trucks to evaluate their operational feasibility and potential for reducing GHG emissions compared to conventional diesel vehicles.

i) Climate-related Risk Management Report (prepared in accordance with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) report)

- APAR has published its Climate-related Risk Management Report, demonstrating a comprehensive approach to managing climate-related risks and opportunities. The report includes a thorough review of both physical and transition risks associated with climate change.
- We have integrated climate-related transition risks into our Enterprise Risk Management (ERM) process and corporate strategy, indicating that these risks are recognised and monitored as part of core business risk planning.
- Transition Risks: En-ROADS simulation model was used to conduct scenario analysis for various transition risks, namely: (a) carbon price (b) carbon dioxide removal from afforestation (c) cost of energy (d) market price of electricity (e) electric share of total buildings and industry equipment, and (f) percentage electricity consumption from renewables.
- Physical Risks: We conducted scenario analysis (in alignment with TCFD guidelines, SSP1-RCP2.6 and NGFS Net-Zero by 2050 were considered for low-emission scenarios, and SSP5-RCP8.5 considered for a high-emission scenario) to assess the potential long-term impacts under different climate futures and assigned identified climate risks to relevant business functions to ensure accountability and integration across the organization. This holistic approach underscores APAR's commitment to climate resilience and sustainable business practices.
- Please refer our TCFD report, available at https://apar.com/apar-esg-report/ under 'TCFD Report' tab.

Long-term and short-term Climate, Energy and Water targets:

(A) Climate Strategy & GHG Emission Targets: APAR has defined a structured climate transition plan, an emissions reduction pathway consistent with the 1.5° ambition of the Paris Agreement, focusing on measurable GHG reductions and renewable energy adoption.

	Long-Term (Absolute) Targets	Short-Term Targets
GHG emissions	• Net-Zero Commitment: Work progressively toward achieving net-zero GHG emissions. • Reduce absolute Scope-1 and Scope-2 GHG emissions by 50% by FY 2039-40, relative to the FY 2024-25 base year • Reduce Scope-3 upstream emissions (Category 1) by 50% by FY 2044-45, relative to FY 2024-25	• Reduce Scope-1 and Scope-2 GHG emissions intensity by 50% by FY 2029-30 (cables & conductors' businesses) compared to FY 2020-21, reflecting growth considerations and evolving renewable energy availability
	Near-term goals focus on intensity reductions to ensure operational improvements while renewable energy infrastructure evolves. Long-term targets are absolute, aligned with global climate pathways to net-zero and increased renewable energy adoption.	
Renewable Energy	• Work progressively towards achieving 100% RE • Increase the share of RE in overall electricity consumption to 50% by FY 2034-35, supporting the transition away from fossil-based sources.	
Water	• Work progressively towards achieving Net-Zero Water at all the plants	• Community Water Engagement: Partner with local communities to replenish or conserve at least 50 million litres of water annually by 2030.

(B) Target for FY 26-27

- GHG intensity reduction (Scope-1 & Scope-2) target of 3%
- Water intensity reduction target of 2%

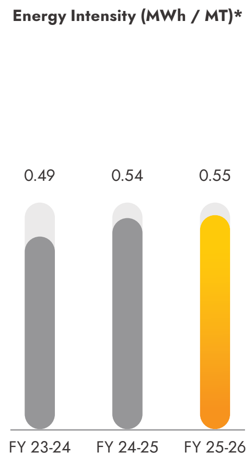
ESSENTIAL INDICATORS

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

Parameter	Unit	FY 2025-26	FY 2024-25
From renewable sources			
Total electricity consumption (A) – wind-solar hybrid	MWH	17,449	12,571
Total fuel consumption (B)	MWH	-	-
Energy consumption through other sources (C) – solar	MWH	6,410	6,067
Total energy consumed from renewable sources (A+B+C)	MWH	23,860	18,638
From non-renewable sources			
Total electricity consumption (D)	MWH	195,661	168,839
Total fuel consumption (E)	MWH	178,148	150,444
Energy consumption through other sources (F)	MWH	-	-
Total energy consumed from non-renewable sources (D+E+F)	MWH	373,809	319,283
Total energy consumed (A+B+C+D+E+F)	MWH	397,669	337,921
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	MWH/ Rs Cr	17.36	18.19
Energy intensity per Million USD adjusted for PPP (Total energy consumed / Revenue from operations adjusted for PPP)	MWH/ Million USD	[*2] 35.32	[*2] 37.57
Energy intensity in terms of physical output	MWH/ MT	[*1] 0.55	[*1] 0.54

[*1] 98% of APAR's scope-1 & scope-2 emissions are on account of our Cable & Conductor businesses. Hence these numbers are considered.

[*2] PPP rate taken from https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND as per SEBI guidelines. PPP value as of 15th April 2026 for India is 20.34



* 98% of APAR's scope-1 & scope-2 emissions are on account of our Cable & Conductor businesses. Hence these numbers are considered. The increase in energy consumption was on account of increased production. The slight increase in Energy Intensity was due to change in product mix.

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.

The energy consumption, fuel consumption, and other energy consumptions are assessed by external independent third-party assurance agency [part of Reasonable Assurance of (a) BRSR Core Indicators and (b) GHG Scope-1 and Scope-2 emissions].

The assurance for FY 2025-26 was done by M/s TUV SUD South Asia Private Limited.

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

No

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in KL)		
(i) Surface water	31,660	40,094
(ii) Groundwater	328,495	319,941
(iii) Third party water	18,404	3,658
(iv) Seawater/ desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (KL) (i + ii + iii + iv + v)	378,559	363,693
Total volume of water consumption (KL)	378,559	363,693
Water intensity per Crore Rupee of turnover (Water consumed/ turnover)	**16.5**	**19.6**
Water footprint intensity (KL/ ₹ Cr. turnover)	12.62	16.26
Water footprint intensity (KL/ Product in MT)	[*1] 0.35	[*1] 0.43
Water intensity per Million USD adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP) (KL/ USD Million)	[*2] 33.62	[*2] 40.4
Water intensity in terms of physical output (KL water/ MT production)	[*1] 0.48	[*1] 0.53

Water footprint = Water withdrawal minus Rainwater Harvesting (RWH) done by the Company

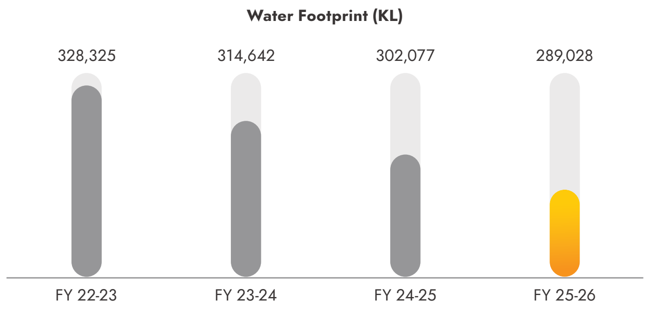
[*1] 90% of APAR's water withdrawal is on account of our Cable & Conductor businesses. Hence these numbers are considered.

[*2] PPP rate taken from https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND as per SEBI guidelines. PPP value as of 15^{th} April 2026 for India is 20.34

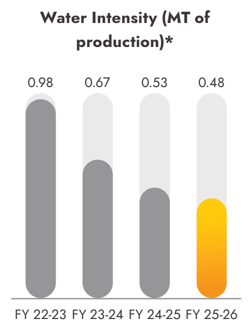
One of the initiatives was the conversion of all 44 urinals at our Rabale plant into waterless urinals. In such system, a one-way valve is installed in the urinal pan which allows the urine (liquid) to flow but blocks the odour-causing gases (NH3) and keeps the restroom free from foul odour. The estimated savings approx. 50 KL of water per month due to the installation of the waterless urinal kits.

We missed the water neutrality at our Khatalwada plant by a small margin. The Water Footprint is reduced to only 5112 KL at this plant during FY 25-26 due to sustained efforts including increased rainwater harvesting and water re-cycling. In addition, another upcoming plant at Khatalwada is designed to be water neutral from day-1 of start of operations.

Due to focus to reduce water consumption, increasing re-cycling of water through ETP/ STP, and augmenting the RWH (Rainwater Harvesting) efforts, both the water footprint and water consumption intensity at APAR, has been coming down for past four years.



The water intensity in terms of Output (MT) has gone down from 0.98 in FY 2022-23 to 0.48 in FY 2025-26 (*production of Cable & Conductor business considered)



Water footprint = Water withdrawal minus Rainwater Harvesting done by APAR

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.

Yes. The water consumption data is assessed by external independent third-party assurance agency as part of Reasonable Assurance of BRSR Core Indicators.

The assurance for FY 2025-26 was done by M/s TUV SUD South Asia Private Limited.

4. Provide the following details related to water discharged:

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in KL)		
(i) To Surface water	NA	NA
No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
(ii) To Groundwater	NA	NA
No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
(iii) To Seawater	NA	NA
No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
(iv) Sent to third-parties	NA	NA
No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
(v) Others	NA	NA
No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
Total water discharged (KL)	NA	NA

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.

Not Applicable

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

Yes. All units of APAR are ZLD (Zero Liquid Discharge). We manage and ensure zero liquid discharge through demand side and supply side management of water.

Demand Side Management

- Treatment and management of wastewater is done through ETP and STP across the plants. Industrial wastewater generated in the plant is treated in Effluent Treatment Plant (ETP) and reused in the plant as feed to the cooling towers and domestic effluent in Sewage Treatment Plant (STP) which is further used in toilets flushes & gardening inside the plant. The current capacity of STP is 330 KLD and ETP is 215 KLD. In addition, 60 KLD capacity of STP and 30 KLD capacity of ETP is under construction.

- 95,388 KL of water was recycled and re-used during FY 2025-26.
- All the plants of APAR operate in line with the CTO (Consent to Operate) conditions.
- With these advanced water treatment and wastewater management systems, we ensure no industrial wastewater is discharged into the environment

Supply Side Management

- APAR has created rainwater harvesting potential through extensive investments in its Rainwater Harvesting (RWH) initiatives.
- 89,531 KL of RWH was done during FY 2025-26.

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

Parameter ^	Unit	FY 2025-26	FY 2024-25
NOx (NO2)	µg/ m3	28.4	23.9
Sox (SO2)	µg/ m3	32.7	32.6
Particulate matter (PM)			
PM10	µg/ m3	92	89
PM2.5	µg/ m3	36.8	41.8
Persistent organic pollutants (POP)	µg/ m3	NA	NA
Volatile organic compounds (VOC)			
Benzene (C6H6)	µg/ m3	BDL(MDL: 1:0)	BDL(MDL: 1:0)
Benzo(a)pyrene (C20H12)	µg/ m3	BDL(MDL<1)	BDL(MDL<1)
Hazardous air pollutants (HAP)			
Lead (Pb)	µg/ m3	BDL(MDL: 0.5)	BDL(MDL: 0.5)
Arsenic (As)	µg/ m3	BDL(MDL: 1:0)	<8
Nickel (Ni)	µg/ m3	<7	<8
Others			
Carbon Monoxide (CO)	mg/ m3	BDL(MDL:1.0)	0.82
Amonia (NH3)	µg/ m3	15	29.4
Ozone (O3)	µg/ m3	20	21.4

^ The emissions values stated above, are the highest concentration of parameters among our all plants.

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.

Yes. Data measured by approved laboratories of respective Pollution Control Boards (PCBs). Name of external certifying agencies are: (a) Unistar Environmental & Research Labs Pvt. Ltd. and (b) Sadekar Enviro Engineers Pvt. Ltd.

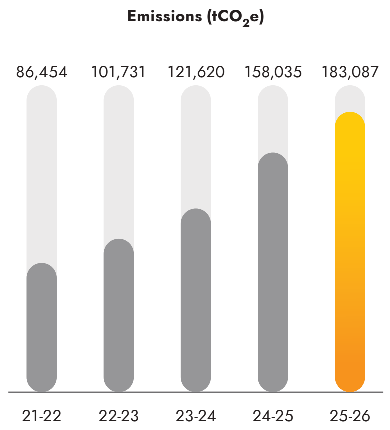
7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

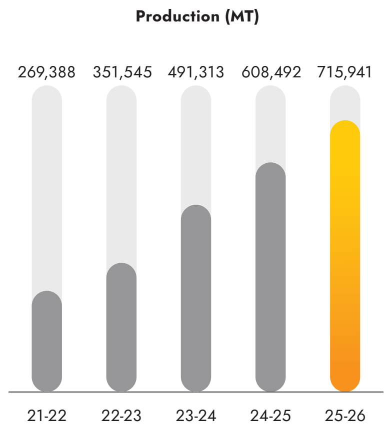
Our organizational boundary covers all our manufacturing plants in India and in UAE, our offices, and warehouses, and all such emission sources under our operational control.

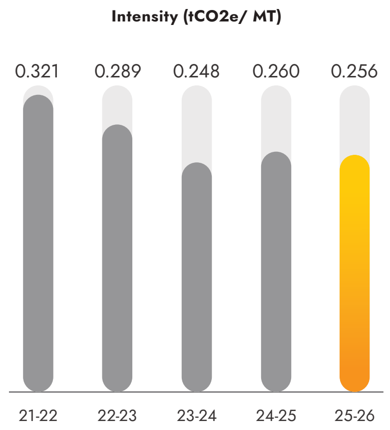
Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO2e	48,222	39,329
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO2e	138,693	122,479
Total Scope 1 and Scope 2 emissions per rupee of turnover	tCO2e/ Rs Cr	8.16	8.71
Total Scope 1 and Scope 2 emission intensity per Million USD turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	tCO2e/ Million USD	[*2] 16.60	[*2] 17.99
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO2e/ MT	[*1] 0.256	[*1] 0.260

[*1] 98% of APAR's scope-1 & scope-2 emissions are on account of our Cable & Conductor businesses. Hence these numbers are considered.

[*2] PPP rate taken from https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND as per SEBI guidelines. PPP value as of 15th April 2026 for India is 20.34







The above numbers pertain to our Cable & Conductor business as these businesses account for 98% of our Scope-1 & Scope-2 emissions.

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.

Yes. The Scope-1 and Scope-2 emissions are assessed by external independent third-party assurance agency each year.

The name of the agency for FY 25-26 is M/s TUV SUD South Asia Private Limited. They have done Reasonable Assurance of (a) BRSR Core Indicators as well as (b) Scope-1 and Scope-2 GHG Emissions.

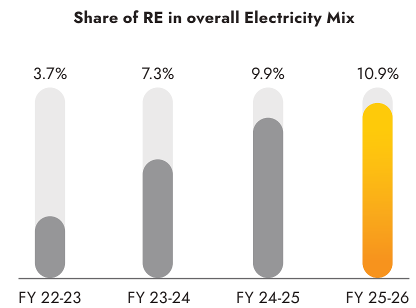
8. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.

Yes. We have been working consistently towards lowering our carbon footprint through various initiatives. We have implemented several GHG reduction projects and many more are under implementation. Some of the examples are:

a) Renewable Energy (RE):

- Three wind–solar hybrid plants have been commissioned (in June 2023, October 2025, and March 2026) to date, in partnership with a leading supplier. The total installed capacities stand at 9.9 MWp of wind turbines and 8.4 MWp of solar power.
- APAR has also deployed rooftop solar installations at all major plants. The total rooftop capacity, as on 31st March 2026, stands at 6.9 MWp.
- In addition, further wind–solar hybrid plants and rooftop solar capacities are planned, wherever feasible.

These initiatives have resulted in an increased share of Renewable Energy (RE) consumption at APAR, as depicted in the box.



b) Productivity Measures: Working to reduce Energy Intensity through various productivity measures, six sigma training, efficiency improvement initiatives etc.

c) Focusing on electrification: Shifting away from fossil-fuel based energy

d) Reduction of wastes: Plastic waste management through EPR, and minimising waste, re-cycling of waste, and safe disposal through proper channels

e) Other GHG reduction initiatives:

Installation of Boiler Automation System, Installation of air pre-heater in Boiler, Installation of Flash-recovery system, Changing old pumps with energy-efficient pumps, Replacement of old motor with energy efficient motors, Replacement of conventional ceiling fans with BLDC fans, Replacement of conventional V belts with cogged belts, Reduction in compressed air leakages, Installation of VFD pumps, Replacement of Motors with IE3 energy efficient motors, DC to AC conversion of Motors, Switching to battery operated fork-lifts instead of fossil fuel based ones etc.

f) **Energy Audits:** We had conducted detailed energy audits at all the manufacturing facilities in India and the findings were implemented.

Target for GHG Reduction projects: We plan to add three more wind-solar hybrid plants by FY 26-27, which will help us in reducing the GHG emissions considerably. Work has already commenced.

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

Parameter	FY 2025-26	FY 2024-25
Total waste generated in MT		
Plastic waste (A)	834.17	714.99
E-waste (B)	2.00	2.27
Bio-medical waste (C)	0.01	0.02
Construction and demolition waste (D)	0.00	16.03
Battery waste (E)	0.20	0.02
Radioactive waste (F)	Nil	Nil
Other Hazardous waste, if any (G)	Effluent Sludge 19.14 Waste Oil 349.57 Oil – Soaked Cotton/ Spent Clay 217.58 Aluminium Dross/ Tin/ Enamel Residual 98.04 Fly-ash 3.48 Empty Barrels 5.07 Druid (Cable) 821.41	Effluent Sludge 12.36 Waste Oil 77.10 Oil – Soaked Cotton/ Spent Clay 244.74 Aluminium Dross/ Tin/ Enamel Residual 95.90 Fly-ash 6.76 Druid (Cable) 1251.53
Other Non-hazardous waste generated, if any (H)	MS scrap 5605.77 Paper waste 984.44 Electrical waste 14.69 Wooden waste 2479.86 Copper waste 819.13 Alu. Cond. waste 4848.49 XLPE/ PVC/ PE 1650.06	MS scrap 2119.18 Paper waste 807.49 Electrical waste 43.81 Wooden waste 2215.27 Copper waste 333.52 Alu. Cond. waste 2933.04 XLPE/ PVC/ PE 1453.05
Total (A+B+C+D+E+F+G+H)	18753 MT	12330 MT
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.82 MT/ INR Cr. turnover	0.66 MT/ INR Cr. turnover
Waste intensity per Million USD turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) (MT/ USD Million)	[*2] 1.67	[*2] 1.37
Waste intensity in terms of physical output Waste intensity (optional) – the relevant metric may be selected by the entity *	[*1] 0.026	[*1] 0.020
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in MT)		
Category of waste		
(i) Recycled	18513	12050
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	18513	12050
For each category of waste generated, total waste disposed by nature of disposal method (in MT)		
Category of waste		
(i) Incineration	218	245
(ii) Landfilling	22	35
(iii) Other disposal operations	-	-
Total	240	280

[*1] 98% of APAR's scope-1 & scope-2 emissions are on account of our Cable & Conductor businesses. Hence these numbers are considered.

[*2] PPP rate taken from https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND as per SEBI guidelines. PPP value as of 15th April 2026 for India is 20.34

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.

Yes. The waste inventory is assured by external independent third-party assurance agency as part of the Reasonable Assurance of BRSR Core Indicators.

The assurance for FY 2025-26 was done by M/s TUV SUD South Asia Private Limited.

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.

Waste Management Approach

- Focus on minimizing waste generation at source through reduction, reuse, recycling, and safe disposal practices
- Implementation of waste segregation at source across operations
- Adoption of circular economy principles wherever feasible in operations
- Partnered with authorized and certified recyclers for responsible waste management.

Hazardous Waste Management

- Hazardous waste management in compliance with applicable regulations and CTO requirements
- Ensured secure storage, proper labelling, and disposal of hazardous waste through certified agencies.

Plastic Waste Management

- We ensure compliance with the Plastic Waste Management (PWM) Rules, 2016 and fulfil the Extended Producer Responsibility (EPR) obligations
- Recycled 6,963 MT of plastic waste during the reporting period through certified recyclers under the EPR framework, as per the EPR targets

Waste Recycling and Resource Recovery

- Our conductor and cable division re-cycles 100% aluminium and plain copper waste. The tinned copper scrap is sold to authorized recyclers for further processing, in our Cable division.

E-Waste

- We have tie-ups with certified e-waste recyclers who specialize in safely dismantling and processing electronic devices. The recyclers extract valuable materials such as metals, plastics, and glass, which can be reused in the manufacturing of new products

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:

Sl	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.
NA	NA	NA	NA

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
NA	NA	NA	NA	NA	NA

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:

Sl	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
NA	NA	NA	NA	NA

LEADERSHIP INDICATORS

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres) **For each facility/ plant located in areas of water stress, provide the following information:** (i) Name of the area (ii) Nature of operations	Not Applicable

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in KL)	NA	NA
(i) Surface water	NA	NA
(ii) Ground water	NA	NA
(iii) Third party water	NA	NA
(iv) Seawater/ desalinated water	NA	NA
(v) Others	NA	NA
Total volume of water withdrawal (KL) - Sum of (i) to (v)	NA	NA
Total volume of water consumption (KL)	NA	NA
Water intensity per rupee of turnover (Water consumed / turnover)	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA
Water discharge by destination and level of treatment (in KL)	NA	NA
(i) To Surface water	NA	NA
No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
(ii) To Groundwater	NA	NA
No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
(iii) To Seawater	NA	NA
No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
(iv) Sent to third-parties	NA	NA
No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
(v) Others	NA	NA
No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
Total water discharged (KL)	NA	NA

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.

Not applicable, as none of our facility/plant is located in areas of water stress.

2. Please provide details of total Scope 3 emissions & its intensity, in the following format: (WIP)

Parameter	unit	FY 2025-26	FY 2024-25
Total Scope 3 emissions [*1] (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO2e	49,07,279	46,67,283
Total Scope 3 emissions per Crore rupee of turnover	tCO2e/ Rs Cr.	214.27	251.19

[*1] Scope-3 emissions are on account of emissions from Category-1 (Purchased Goods & Services), which constitutes over 80% of our overall Scope-3 emissions.

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.

Yes. Independent Assessment by external agency is done every year. The assessment for FY 25-26 is under progress at the time of preparation of this report.

3. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.	Not Applicable

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

Sl	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Industry 4.0 & Quality initiatives	Industry 4.0 is being implemented at our Cables facilities. It will result in a) Increased productivity b) Improved operational efficiency c) Enhanced product quality d) Reduce re-work and enhance employee safety	Cumulative outcome has resulted in resource efficiency, extended life, reduction in absolute water footprint and water footprint intensity etc.
2	Soil Biotechnology (SBT) Wastewater Treatment	As part of our sustainability initiatives, APAR had installed a 75 KLD Soil-Based Sewage Treatment Plant (STP) at our Khatalwada facility. This eco-friendly and energy-efficient system uses natural processes to treat wastewater and offers the following key benefits:  • Environmentally friendly technology with no chemical usage • Zero operational cost – no need for aeration or chemical dosing • Natural pollutant reduction through soil filtration • Minimal energy use, only for pump operation • Aerobic BOD reduction with no excess sludge generation • No GHG emissions during the treatment process • Low maintenance and long-term reliability APAR was able to save 17,081 KL of fresh water during FY 25-26, significantly reducing our freshwater water footprint.	
3	Software based simulation	We use advanced software for simulations and calculation of critical transmission line parameters for new product development and validation. 	
4	Irradiation curing Technology-Electron beam	APAR has adopted Electron Beam (E-Beam) curing technology as a low-carbon alternative to conventional chemical curing in cable manufacturing. This transition represents a key manufacturing innovation aimed at reducing process emissions and improving environmental performance. At present, nearly 30% of the curing process has been migrated to E-Beam technology across 6 operational E-Beam facilities, with plans for gradual expansion. For a 150 mm^2 single-core cable, the carbon footprint of the curing process has reduced from 4.41 tCO_2e/km under conventional chemical curing to 2.26 tCO_2e/km using E-Beam curing – delivering nearly 48% lower emissions. The initiative supports the Company's long-term decarbonization roadmap by: • Reducing greenhouse gas emissions • Minimizing use of chemical curing agents • Enhancing process efficiency through cleaner technology adoption	

Sl	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
5	Natural Ester-Based & Synthetic Ester-Based Transformer Fluids	APAR's natural ester-based fluids offer high biodegradability and exceptional fire safety, ideal for fire-sensitive applications. APAR's synthetic ester-based alternatives provide higher biodegradability compared to mineral oils and provide extended service life and high temperature resistance, suitable for demanding environments, reducing losses through better heat transfer and simplifying disposal. These newly developed T-oils are ideal for environmentally sensitive installations of solar and wind on the water or near water bodies. They also provide superior performance in traction transformers used to power locomotives.	
6.	High-Conductivity OPGW for Efficient Power Transmission	Product: OPGW96FSSATAS [85,40], OD: 12.50 mm with SS Tube in Aluminium Tube – 23% IACS Conductivity APAR has developed a compact and lightweight OPGW solution with enhanced conductivity of 23% IACS to improve transmission efficiency and reduce power losses. The optimized design reduces tower loading, enables easier stringing operations, and helps lower associated carbon emissions during installation and operation.	
7.	High Emissivity Coated HTLS Conductor for Lower Power Losses	Product: ACSS_AC Zebra with UHS (GA-5) core, Double Layer TW Aluminium, Max. OD: 25.80 mm – Coated Conductor APAR has developed an advanced coated HTLS (High Temperature Low Sag) conductor designed to enhance transmission efficiency, improve thermal performance, and reduce power losses. The conductor coating technology provides: • Average thermal emissivity coefficient ≥ 0.90 • Average solar absorptivity coefficient ≤ 0.20 These properties significantly improve radiative cooling and reduce heat absorption, resulting in: • Up to 5% reduction in I^2R losses in conventional conductors • Up to 14% reduction in I^2R losses in HTLS conductors • 20–30% reduction in operating temperature at peak load • 20–30% increase in current carrying capacity Additional benefits include improved protection against environmental degradation, enhanced operational reliability, and extended conductor life. The reduction in transmission losses translates into substantial avoided carbon emissions, equivalent to: • Removing approximately 140 to 5,000 passenger vehicles from roads annually • Planting nearly 40,000 to 1.55 million mature trees annually The solution also enables higher power throughput and improved grid efficiency, delivering both environmental and economic benefits.	
8.	High-efficiency conductor solution designed to reduce transmission losses and lifecycle emission	Product: AL59 Moose/Zebra R-TW-R Conductors APAR has developed advanced AL59 R-TW-R conductors engineered to reduce transmission losses and associated carbon emissions compared to conventional ACSR conductors. The solution delivers estimated emission savings of: • ~1,380 MT CO_2/km for 400 kV AL59 Moose R-TW-R • ~1,414 MT CO_2/km for 220 kV AL59 Zebra R-TW-R The conductors support development of energy-efficient and lower-carbon transmission networks.	
9.	Recycled Aluminium AAAC Conductor for Circular Manufacturing	Product: AAAC 593 mm² Conductor (594-AL7) with 30% Recycled Aluminium APAR has developed an AAAC conductor utilizing 30% recycled aluminium to reduce embedded carbon emissions and energy consumption associated with primary aluminium production. The product supports circular material utilization, resource conservation, and APAR's broader low-carbon manufacturing strategy.	

5.	**Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.**	We have a BCP to ensure continuity of our business operations during unforeseen disruptions. It outlines procedures to respond to a disaster situation and resources necessary to maintain critical business functions and minimize the impact of disruptions such as natural disasters or cyberattacks. Periodic risk assessments are undertaken to assess the probability of occurrence and impact of occurrence of a disaster situation. Based on this assessment, mitigating action is undertaken and emergency response plans, communication protocols, backup systems, and recovery strategies are put in place accordingly. By proactively identifying potential risks and developing contingency measures, we can mitigate financial losses, protect reputation, and sustain operations in adverse conditions. Regular testing, training, and updating of the BCP to ensure its effectiveness and adaptability to evolving circumstances is in place.
6.	**Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?**	APAR evaluates vendors on environmental parameters through vendor assessment/ audits, including ensuring implementation of ISO 14001:2015 by Supplier, for all new vendors. APAR conducts regular webinars for its suppliers to sensitize them towards the environment by showcasing its own journey, achievements, and initiatives taken towards environmental protection. 8 such webinars were conducted covering 334 suppliers during FY 2025-26. We also measure our Scope-3 GHG emissions to manage these emissions. Most of the Scope-3 GHG emissions come from Category-1 (Purchased Goods & Services). Towards that we are steadily increasing the use of aluminium and copper scrap to reduce embedded emissions. 4807 MT of Aluminium Scrap and 4639 MT of Copper Scrap were purchased, to use as input material, during FY 2025-26. We also procure green aluminium from Vedanta (RESTORA), as per requirement from customers. We have identified our top 100 suppliers in each of our three businesses and have actively started engaging with them and taking action to reduce our Scope-3 emission in partnership with our supply chain. For our Class A (Aluminium, Copper & Base Oil), Class B (Steel, XLPE compounds, Polymer compounds, Rubber compounds, Oil additives and lubricants), and Packaging Materials suppliers, we are evaluating their sustainability initiatives and commitment to de-carbonize to determine those who can be our strategic partners over the long run.
7.	**Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.**	100% of major suppliers (this does not include traders and manufacturing suppliers having insignificant supply values) are assessed for environmental impacts parameters through (a) vendor assessment at the time of vendor on-boarding, and (b) self-declaration by the vendor by signing APAR's Supplier Code of Conduct.
8.	**How many Green Credits have been generated or procured:**	a. By the listed entity b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners NA

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

Advocacy, aid and corporate responsibility bodies

As the Company remains committed towards its vision, it maintains active memberships & collaborations with industry trade associations. APAR leverages this engagement to advance further initiatives aimed at making the industry even more sustainable.

ESSENTIAL INDICATORS

1. a. Number of affiliations with trade and industry chambers/ associations.	11

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:

Sl	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1	Cable and Conductor Manufacturers Association of India (CACMAI)	National
2	EEPC India (Formerly Export Engineering Promotion Council)	National
3	Indian Electrical & Electronics Manufacturers' Association (IEEMA)	National
4	IMC Chamber of Commerce and Industry	National
5	Electrical Research & Development Association (ERDA)	National
6	BIS and IEC Technical Committee	National/ International
7	CIGRE (The International Council on Large Electric Systems)	International
8	Manufacturers of Petroleum Specialities Association (MPSA)	National
9	Confederation of Indian Industry	National
10	Indian Transformer Manufacturers Association (ITMA)	National
11	ICDC (Indian Copper Development Centre)	National

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

Name of authority	Brief of the case	Corrective action taken
NA	NA	NA

LEADERSHIP INDICATORS

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

Sl	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain (Yes/ No) ?	Frequency of review by Board (Annually/ Half yearly/ Quarterly/ Others – please specify)	Web link, if available
	NA	NA	NA	NA	NA

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

At APAR, we recognize that long-term business success is closely linked to the well-being of the communities in which we operate. As a manufacturing company with multiple plants across India, APAR is committed to promoting inclusive growth by ensuring that its operations contribute meaningfully to the social and economic development of surrounding regions.

We actively recruit local talent including from marginalized and underrepresented communities, and invest in skilling initiatives to enhance their employability. We have tied up with Sri Nityanand Educational Trust Sanchalit Govardhan Skill Development Centre, Wada (District: Palghar, Maharashtra). The Centre is dedicated to generating employment opportunities for tribal youth by equipping them with technical skills through various short-term courses affiliated with the National Institute of Open Schooling (NIOS).

Over the past four years, 116 tribal youths have been trained and 57 of them are now employed at Cable Business of APAR. Additionally, 11 trainees are presently undergoing industrial training with APAR, gaining hands-on experience and preparing for future employment opportunities.

86% of our permanent workers and 89% of our total contract workforce at plants belong to SC, ST or OBC category.

We generate employment in rural and semi-urban areas. 50% of our employees are from rural and/ or semi-urban areas.

APAR has undertaken several initiatives that demonstrate our commitment to equitable development. For instance, during FY 2025–26, rainwater harvesting (RWH) of 80,975 KL was done at our Khatalwada plant alone. In addition, another upcoming plant at Khatalwada is designed to be water neutral from day-1 of start of operations. This initiative was driven by a dual objective: to reduce our dependence on freshwater withdrawal and to enhance the local water table, thereby contributing to long-term water security for both APAR and the surrounding communities.

Plantation drive at Khatalwada Gram Panchayat

Additionally, in order to provide quality healthcare to all sections of society, APAR and its promoters have been involved in setting up hospitals and supporting accessible healthcare all across India.

Dharmsinh Desai Memorial Methodist (DDMM) Heart Institute is a super specialty hospital in Nadiad, dedicated for Cardiovascular care. It combines state-of-the-art facilities with compassionate care and makes this available to people of all walks of life - both from Gujarat and the surrounding regions.

Set-up in 1993, the institute carries out open heart surgeries, angiographies and angioplasties with a prolific success rate, and a focus to treating patients who are below the poverty line.

APAR has also set up Dharmsinh Desai University (DDU) at Nadiad, which provides education in technical and other areas (diploma and degree courses) to students at a nominal cost.

The highlights are:

- First autonomous technical college of Gujarat in 1990
- Integrated BE + MBA program was started in 1994
- First autonomous college to become deemed university and then university through this evolution
- Our first NBA accreditation was in 1998
- ISO:9001 standard certified

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
Not Applicable, as there were no projects that required SIA as per law during the reporting period					

However, we keep a track of the impact on beneficiaries of our CSR program. Please refer our CSR spending for FY 2025-26.

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

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

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

At all our manufacturing locations, we ensure that there is regular engagement on a pro-active basis with the local communities and their representatives.

As such there are no long-standing grievances at any of our locations.

In addition, any stakeholder can also submit any grievance through email to ethics.taskforce@apar.com

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	8.53%	4.5%
Sourced directly from within India	64.0%	61.4%

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

Location	FY 2025-26	FY 2024-25
Rural	30%	34%
Semi-urban	20%	20%
Urban	4%	3%
Metropolitan	46%	43%

(Place categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

LEADERSHIP INDICATORS

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

Details of negative social impact identified	Corrective action taken
There is no negative impact. APAR and its promoters have been contributing to the society much before the mandatory requirement of CSR spend was enforced. In addition, the spend by the promoters far exceeds the 2% that APAR spends on CSR.	

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

Sl	Entity Name	District	Amount spent (INR)
1	Sanskrutik Vikas Mandal, Umbergaon	Gujarat, Valsad	500,000
2	Rotary Club of Bombay Piers Charities Trust	Maharashtra, Mumbai	500,000
3	Rotary Foundation (India)	Gujarat, Vadodara	16,391,753
4	Rotary Foundation (India)	Gujarat, Vadodara	10,283,333
5	Human Capital For Third Sector, Mumbai	Maharashtra, Mumbai	655,660
6	Sister Nivedita Foundation, Rajkot	Gujarat, Rajkot	1,000,000
7	Vishwanidam Public Charitable Trust, Rajkot	Gujarat, Rajkot	350,000
8	Bombay Medical Aid Foundation, Mumbai	Maharashtra, Palghar	1,500,000
9	Annam, Mumbai	Maharashtra, Mumbai	500,000
10	Sambhavna Charitable Trust, Valsad, Gujarat	Gujarat, Valsad	1,000,000
11	Rotary Foundation (India)	Mumbai, Maharashtra	3,091,200
12	Rotary Foundation (India)	Uttar Pradesh, Mathura	11,875,000
13	Rotary Foundation (India)	Odisha, Bhubaneshwar	2,000,000
14	Rotary Foundation (India)	Maharashtra, Palghar	2,631,579
15	Sri Nityananda Educational Trust	Maharashtra, Palghar	1,445,000
16	Rotary Foundation (India)	Mumbai, Maharashtra	4,105,263
17	Rotary Foundation (India)	Mumbai, Maharashtra	3,684,210
18	DDMM Heart Institute (GMCC Care & Research Society), Nadiad	Gujarat, Kheda	33,900,000
19	Rotary Foundation (India)	Mumbai, Maharashtra	2,105,263
20	Sri Nityanand Educational Trust	Maharashtra, Palghar	1,440,000
21	Shri Sanstha, New Delhi	NCT, New Delhi	250,000
22	Gram Panchayat Of Lapanga	Odisha, Sambalpur	821,280
23	Gram Panchayat Of Raghunathpalli	Odisha, Jharsuguda	849,000
24	Gram Panchayat Of Nargol	Gujarat, Valsad	6,270,910
25	Gram Panchayat Of Khatalwada	Gujarat, Valsad	6,411,831
26	Rotary Shaikshanik & Tabibi Seva Sahayak Mandal, Sarigam	Gujarat, Valsad	2,207,683
27	Rotary Club of Bombay Pier Charities Trust (Rotary Foundation (India))	Mumbai, Maharashtra	5,767,350
28	Rotary Club of Deonar Mumbai Charity Trust (Rotary Foundation (India))	Mumbai, Maharashtra	6,315,789
29	Rotary Club of Bombay Pier Charities Trust (Rotary Foundation (India))	Maharashtra, Palghar	2,105,263
30	Rotary Club of Bombay Pier Charities Trust (Rotary Foundation (India))	Mumbai, Maharashtra	2,000,000
31	Vidhi Centre For Legal Policy - Making Legal Rights Accessible For All Under 'Nyaaya'	Delhi	2,500,000
32	DDMM Heart Institute (GMCC Care & Research Society), Nadiad	Gujarat, Kheda	20,000,000
33	CSR proposal from Gram Panchayat of Raghunathpalli	Odisha, Jharsuguda	4,500,000
34	Adimahesh Seva Foundation, Ahmedabad	Gujarat, Ahmedabad	500,000
35	Rotary Club of Bombay Hanging Garden - Rotary Foundation (India) (ISKCON Chowpatty)	Mumbai, Maharashtra	5,263,157
36	Malabar Hill Rotary Foundation (Rotary Foundation (India))	Mumbai, Maharashtra	40,000,000
TOTAL			204,720,524

3.	a)	**Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/ vulnerable groups? (Yes/No)**	Not Applicable.
	(b)	**From which marginalized/ vulnerable groups do you procure?**	Not Applicable.
	(c)	**What percentage of total procurement (by value) does it constitute?**	Not Applicable.

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

Sl	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/ No)	Benefit shared (Yes/ No)	Basis of calculating benefit share
Not Applicable				

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

   Not Applicable

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

Sl	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1	Dharmsinh Desai University (DDU)	Not estimated as it a capital donation	100%
2	ND Desai Faculty of Medical Science and Research	4,175	100%
3	Dharmsinh Desai Methodist Memorial Hospital	28,958	100%
4	Govardhan Skill Centre	2,234	100%
5	Annamrita Foundation	5,500	90%

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

This principle is part of APAR's corporate social responsibility (CSR) and governance frameworks, and it encompasses several key aspects, such as:

a) Ethical Practices: APAR provides clear, truthful information about our products and services, and avoid any misleading advertisements. We ensure pricing is fair and reflects the true value of our product or service.

b) Product and Service Quality and Responsible Innovation:

APAR's vision is to be a global leader in the energy infrastructure, transportation & telecommunication sectors by providing the best solutions & value creation for our stakeholders. The mission that drives us can be summed up in three words: 'tomorrow's solutions today'. APAR is committed to provide sustainable goods and services for a cleaner, greener tomorrow.

APAR's commitment is customer focused R&D. The Company's specialty lies in delivering product performance in extreme environments; the Company engineers and manufactures cable, conductor and speciality oil that consistently outlast and outperform the competitions.

The Company has state of the art laboratories, in each business, with more than 2000+ testing scope as per various national & international standards. All its laboratories are accreditation by NABL (National Accredited Board for Laboratories) as per ISO 17025:2017. 'Certificates' section at https://apar.com/apar-esg-report/ can be referred for list of NABL certifications across the plants.

The Company has implemented 'Goods & Services' policy to provide guidelines on providing goods and services in a manner that is sustainable and safe. The policy can be accesses at the Company's website at https://apar.com/sustain_envt_policies_environment/.

In accordance with the above, some of our customized solutions include:

- Mareech cable/ Torpedo cable
- Tactical cable for army
- Pressure tight and non-pressure tight cables up to 60 BAR for ship building
- In-house development of 5xxx series aluminium alloy wire rods and wires
- Development of 8xxx series compact conductor
- First of its kind fire resistant biodegradable transformer oil "NE premium" with superior oxidation stability, having oxidative life 4 times more than any other product
- Nanofluids for engine oil applications in forklifts which extends the life of the engine oil by approx. 8% as compared to the conventional mineral oil-based engine oils of similar performance
- Fuel additives of biodegradable type for diesel applications with a fuel saving of 5 to 7% in field performance
- Turnkey solutions for re-conductoring with HTLS, live line installation with OPGW

APAR is the first Indian company to manufacture E-beam (HR FR EBXL) wires which can take 40% extra loading for continuous use as compared to the competing products. In case of over-load during emergencies, our HR FR EBXL wires are safer. These cables have improved fire-retardancy due to high oxygen & temperature index, and also self-extinguishing and does not spread fire. These are provided with highly improved insulation, incl. cross linking by electron beam radiation, which causes our cables to have extended life span, thereby future-proofing houses with 'fix and forget' for 50 years period (up to approx. 2 times of normal cable).

APAR is the first Indian manufacturer to produce MVCC (Medium Voltage Covered Conductors). These are insulated by a covering made of specialty polymer insulating material(s) as protection against accidental contacts with grounded parts such as tree branches etc. Such covered conductors reduce interruptions by contact of tree branches or creepers, cause negligible leakage current on surface, provide increased safety in high density populated locations, protect big birds and animals like peacocks, flamingos, elephants etc., increase the power distribution network reliability, reduce power interruptions and outages.

Some of APAR's new offerings include products such as Fire Protekt, Alum AnuShakti etc.

c) Sustainability: We are committed to minimize negative environmental impacts through sustainable practices in production, packaging, and distribution. We track and report on various environmental and social impact indicators.

d) Data Privacy & Security: We safeguard consumers' personal data and use it responsibly, complying with relevant privacy laws and regulations. Please refer our Data Privacy policy at https://apar.com/wp-content/uploads/2023/04/03_Data_Privacy_Policy-WS.pdf

Certifications: All the plants of APAR are certified with ISO 27001:2022 (Information Security Management Systems, ISMS).

ESSENTIAL INDICATORS

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

   Customer complaints and feedback are received by the business development/ sales team, and attended to by them and the respective manufacturing facility. Complaints are tracked till closure.

   In the detailed monthly review meeting, the details of all the complaints and the resolution status is shared, and corrective actions discussed to eliminate such issues in future.

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

Name and brief details of project	As a percentage of total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	We educate and inform our customers about environment precautions, handling & storage, safe and responsible usage, and disposal through MSDS (Material Safety Data Sheet). It contains following information: 1) Product and Company Identification 2) Hazards Identification 3) Composition, Information on Ingredients 4) First Aid Measures 5) Fire Fighting Measures 6) Accidental Release Measures 7) Handling And Storage 8) Exposure Controls, Personal Protection 9) Physical And Chemical Properties 10) Stability And Reactivity 11) Toxicological Information 12) Ecological Information 13) Disposal Considerations 14) Transport Information 15) Regulatory Information 16) Other Information As an example, the MSDS for one of the product in Oil business can be accessed from: https://www.apar.com/wp-content/uploads/2021/02/1.SDS-TO-1020-60-U.pdf
Recycling and/or safe disposal	

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

	FY 2025-26			FY 2024-25		
	Received during the year	Pending resolution at the end of the year	Remarks	Received during the year	Pending resolution at the end of the year	Remarks
Data privacy Advertising Cyber-security Delivery of essential services Restrictive Trade Practices Unfair Trade Practices	No consumer complaints received against these parameters during the reporting period.			No consumer complaints received against these parameters during the reporting period.		
Other (delivery time, transportation, perceived quality issues etc.)	Total 320 complaints received: (Conductor business: 100 complaints, Oil business: 110 and Cable business: 110 complaints) 9 complaints were pending as at the end of the year, which were subsequently addressed and closed. These complaints were on account of logistics issues, delays in shipping, product quality and leakage (in case of Oil Business).			Total 178 complaints received: (Conductor business: 4 complaints, Oil business: 61 and Cable business: 113 complaints) All the complaints were resolved, and nothing is pending at the year of year.		

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

	Numbers	Reason for Recall
Voluntary recalls	0	NA
Forced recalls	0	NA

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. APAR has a comprehensive framework in place to address cybersecurity and risks related to data privacy.

The entity has established and implemented Cyber Security and Data Privacy frameworks aligned with ISO/IEC 27001:2022 requirements and industry best practices. The key controls and governance measures include:

A. CYBER SECURITY FRAMEWORK

1) Information Security Policy covering confidentiality, integrity, and availability of information assets.
2) **Access Control and Identity Management** procedures including role-based access and multi-factor authentication.
3) **Endpoint Security controls** such as antivirus, EDR, patch management, and device hardening.
4) **Network Security** measures including firewall protection, VPN access, intrusion detection/prevention systems, and monitoring.
5) **Security Incident Management** process for identification, reporting, escalation, response, and recovery from cyber incidents.
6) **Vulnerability Assessment and Penetration Testing** (VAPT) conducted periodically.
7) **Business Continuity and Disaster Recovery** (BCP/DR) mechanisms to ensure operational resilience.

B. DATA PRIVACY & PROTECTION FRAMEWORK

1) Data classification and handling procedures for confidential, sensitive, and personal information.
2) Consent management and lawful processing practices for personal data.
3) Data retention and secure disposal guidelines.
4) Employee awareness and training programs on data privacy and cyber security obligations.

These frameworks are reviewed and updated periodically based on evolving business, regulatory, and cyber security requirements.

APAR has implemented the policies on Cyber Security and Data Privacy. The web-link to these policies are:

Cyber Security Policy:

https://apar.com/wp-content/uploads/2023/04/01_Cyber_Security_Policy-WS.pdf

Data Privacy Policy:

https://apar.com/wp-content/uploads/2023/04/03_Data_Privacy_Policy-WS.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.**

Not Applicable.

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

a. Number of instances of data breaches

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

c. Impact, if any, of the data breaches

a. Nil

b. Nil

c. NA

LEADERSHIP INDICATORS

1.	**Channels/ platforms where information on products and services of the entity can be accessed (provide web link, if available).**	Product information can be accessed at – **(a) website links:** https://apar.com/speciality-oils/ https://apar.com/conductors/ https://apar.com/cable-solutions/ https://apar.com/telecom-solutions/ https://apar.com/polymers/ https://apar.com/lubricant/ https://apar.com/speciality-automotive/ **(b) Leaflets & Brochures** https://apar.com/apar_brochures/ **(c) YouTube** APAR Anushakti Wires & Cables https://www.youtube.com/watch?v=N7hNjF6Ql_I&t=160s Speciality Polymers for Automotive Industry https://www.youtube.com/watch?v=VZH4Vqcc4cg Polymer APARPRENE TPE in Irrigation Industry https://www.youtube.com/watch?v=gsiVcjUlUZw **Elastomers** https://www.youtube.com/watch?v=a0PnhPVM6vk https://www.youtube.com/watch?v=gAINEa-zGBc Poweroil Product Range https://www.youtube.com/watch?v=YHXlUIR6Khs https://www.youtube.com/watch?v=VBF5Ngn59y4 https://www.youtube.com/watch?v=xVHEfM4RpHg https://www.youtube.com/watch?v=sgO8YYEDQDE
2.	**Steps taken to inform and educate consumers about safe and responsible usage of products and/ or services.**	We educate and inform our customers about safe and responsible usage through MSDS (Material Safety Data Sheet) for our all businesses including Oil, Cables and Conductors. Details about MSDS are mentioned under Q2 of Essential Indicator above. The MSDS for one of the product in Oil business can be accessed from https://www.apar.com/wp-content/uploads/2021/02/1.SDS-TO-1020-60-U.pdf We have MSDS for our Cable & Conductor businesses as well, which we share with our customers to inform and educate them about safe and responsible usage of our products. In addition, we also provide soft copies of drum handling, loading, unloading and storage guidelines, installations manual etc. to our customers on demand. Also, most of our customers are large companies who has sophisticated processes for usage of our products, and as such do not require any specific interventions from our side. However, as a part of our stakeholder involvement process, we periodically engage with our value chain through webinars/ seminars and safe & responsible usage is often a part of those engagements.
3	**Mechanisms in place to inform consumers of any risk of disruption/ discontinuation of essential services**	Sine we are a B2B company, we have constant interactions with our customers. Any risk of disruption or disruption is immediately communicated to them, as service levels are specified in every contract. However, as a part of our stakeholder involvement process, we periodically engage with our value chain through webinars/ seminars and risk of disruption/ discontinuance of products/ services is often a part of those engagements.
4	**Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/ No/ Not Applicable).**	If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/ services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/ No) Not Applicable

For and on behalf of Board of Directors

Sd/-
Kushal N. Desai
Chariman & Managing Director
DIN: 00008084

Mumbai, May 28, 2026

Add value.
Inspire trust.

TÜV SÜD South Asia Pvt. Ltd. ● 373-374, Udyog Vihar ● Phase-II, Sector-20 ● Gurgaon – 122016 ● Tel.: +91 0124 6199699

Independent Reasonable Assurance Statement to Apar Industries Limited on their selected non-financial sustainability disclosures in the Business Responsibility and Sustainability Report for the financial year 2025-2026

Introduction and Engagement

Apar Industries Limited (the Company') has developed its Business Responsibility and Sustainability Report (BRSR) (the Report') based on the BRSR reporting guidelines including the BRSR Core indicators prescribed by SEBI for listed entities. The Company's sustainable performance reporting criteria have been derived from the Principles of National Guidelines on Responsible Business Conduct (NGRBC), Regulation 34(2)(f) of the Securities and Exchange Board of India ("SEBI") (Listing Obligations and Disclosure Requirements) Regulations, 2015 (as amended) (the "LODR Regulations"), Guidance note for BRSR format issued by SEBI, and Greenhouse Gas (GHG) Protocol - A Corporate Accounting and Reporting Standard.

TÜV SÜD South Asia Pvt. Ltd. ('**TÜV SÜD'**) has been engaged by the Company to conduct and provide independent reasonable assurance on the BRSR Core indicators of the Report those includes the Company's sustainability performance for the period April 1, 2025, to March 31, 2026.

The Company's Responsibility

The content of the Reports and their presentation are the sole responsibilities of the Management of the Company. The Company Management is also responsible for the design, implementation, and maintenance of internal controls relevant to the preparation of the Reports, so that it is free from material misstatement.

The Company is responsible for ensuring that its business operations and activities comply with the applicable statutory and regulatory requirements. The Reports and disclosures have been approved by and remain the responsibility of the Company.

TÜV SÜD's Responsibility

TÜV SÜD, in performing assurance work, is responsible for carrying out an assurance engagement and to provide independent Reasonable assurance on the non- financial information of the BRSR Core indicators as described in the 'Scope & boundary of assurance' section below. We do not accept or assume any responsibility for any other purpose or to any other person or organization. Any reliance a third party may place on the Report is entirely at its own risk.

Assurance standard and criteria

- We applied the criteria of 'Reasonable' Assurance for non-financial Core Indicators of BRSR[1] (Business Responsibility & Sustainability Report), Our reasonable assurance engagement for only non-financial Core indicators of BRSR was with respect to the financial year ended March 31, 2026.
- We conducted our assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), "Assurance Engagements Other than Audits or Reviews of Historical Financial Information", and ISAE 3410, "Assurance Engagements on Greenhouse Gas Statement", issued by the International Auditing and Standards Board.
- We also referred to the "WRI/WBCSD GHG Protocol (Greenhouse Gas Protocol)" as well as ISO 14064-3:2019 for GHG Emissions.

[1] SEBI vide Circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023

PAN No.: AABCT0716G
TAN No.: MUMT09385F
Gurgaon GSTIN: 06AABCT0716G1ZR
Maharashtra GSTIN: 27AABCT0716G1ZN
CIN No.: U74220MH1999PTC121330

Registered Office:
TÜV SÜD South Asia Pvt. Ltd.
TÜV SÜD House,
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Saki Naka, Andheri (East),
Mumbai – 400072, India.

Corporate Office:
TÜV SÜD South Asia Pvt. Ltd.
Solitaire, 4th Floor,
ITI Road, Aundh,
Pune – 411007, India.

www.tuv-sud.in

Scope and boundary of assurance

We have assured non-financial information of the BRSR Core Indicators[2] in the Report, pertaining to the Company's non-financial performance for the period April 1, 2025, through March 31, 2026. We understand that the financial information in the BRSR Core is derived from the Company's audited financial statements.

The boundary of verification included:

- Manufacturing Plants across three business verticals of Apar namely Oil, Conductor and Cables-including manufacturing plants in India (located at Khatalwada & Umbergaon in Gujarat; Rabale in Maharashtra; Sambalpur & Jharsuguda in Odisha; and Rakholi, Athola, Khanvel & Chandra in Dadra and Nagar Haveli) and one in the United Arab Emirates (UAE) (located at Sharjah).
- Offices (Sixteen across India)
- Warehouses/Depots (eight across India)

Verification of non-financial sustainability performance data, based on our professional judgement, was conducted by multidisciplinary team including assurance practitioners, engineers, environmental & social experts of TÜV SÜD in the month of April 2026, in line with the principle of materiality, through physical visits, at the following sites:

- Rabale (Oil Business), Maharashtra
- Khatalwada (Cable Business), Gujarat; and
- Rakholi (Conductor Business), Dadra and Nagar Haveli

In addition, all non-financials sustainability performance data of the company was verified virtually through desktop verification.

Assurance Methodology

We conducted a review and verification of data collection, collation and calculation methodologies, and a general review of the logic of inclusion/omission of relevant information/data in the Report. Our review process included:

- Evaluate and assess the appropriateness of the quantification methods used to arrive at the non-financial sustainability information of the BRSR Core indicators in the Report
- Engagement through discussions with departmental heads, external stakeholders and corporate teams to understand the process for collecting, collating, and reporting as per Assurance Engagements (ISAE) 3000 (Revised), Guidance Note on BRSR.
- Review of the sustainability initiatives, practices, on ground establishment, implementation, maintenance, and performance described in the Report.
- Review of data collection and management procedures, and related internal controls.
- Assessment of the reporting mechanism and consistency with the reporting criteria.
- Review of appropriateness of various assumptions, estimations and thresholds used by the Company for data analysis.
- Execution of an audit trail of claims and data streams, to determine the level of accuracy in collection, transcription, and aggregation.
- Verification of the fact that no material distortion has been done at any stage.

Inherent Limitations and Exclusions

There are inherent limitations in assurance engagement, including, for example, the use of judgement and selective testing of data. Accordingly, there are possibilities that material misstatements in the sustainability information of the Report may remain undetected.

TÜV SÜD has relied on the information, documents, records, data, and explanations provided to us by the Company for the purpose of our review.

The Assurance scope excludes the following:

- Data and information falling outside the defined reporting period (April 1, 2025, to March 31, 2026).

[2] As set out under Appendix 1 to this statement.

- Review of the 'economic and/or financial performance indicators' included in the Report or on which reporting is based; we have been informed of by the Company that these are derived from the Company's audited financial records.
- The Company's statements that describe qualitative/quantitative assertions, expression of opinion, belief, inference, aspiration, expectation, aim or future intention.
- Any disclosures beyond those specified in the Scope section above.

Our observations

The disclosures of the Company, as defined under the scope and boundary of assurance, are reliable and valid and the Company has appropriately consolidated data from relevant sources at the central level.

Conclusion

Based on the procedures we have performed and the evidence we have obtained, the Identified Sustainability Information included in the BRSR for the reporting period April 1, 2025 to March 31, 2026 is prepared, in all material respects, in accordance with the Criteria.

Our Independence, Ethical Requirements and Quality Control

Our team comprises subject matter experts of multidisciplinary professionals, have complied with independence policies of TÜV SÜD, which address the requirements of the ISAE 3000 (Revised) in the role as independent Verifier. TÜV SÜD states its independence and impartiality and confirms that there is "no conflict of interest" regarding this assurance engagement. In the reporting year, TÜV SÜD did not work with the Company on any engagement that could compromise the independence or impartiality of our findings, conclusions, and recommendations. TÜV SÜD was not involved in the preparation of any content or data included in the Reports, except for this assurance statement.

TÜV SÜD maintains complete impartiality towards any individuals interviewed during the assurance engagement. We have complied with the relevant applicable requirements of the International Standard on Quality Control ("ISQC") 1, Quality.

Statement of Independence, Impartiality and Competence

TÜV SÜD South Asia Pvt. Ltd is an independent professional services company that specializes in Health, Safety, Social and Environmental & Sustainability services including assurance with over 150 years history in providing these services.

No member of the assurance team has a business relationship with the Company, its directors or Managers beyond that of verification and assurance of sustainability data and reporting. We have conducted this assurance independently and we believe there has been no conflict of interest.

TÜV SÜD has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities.

Attestation,

Dr. Ashish Rawat, Technical Reviewer
General Manager -Environment, Social & Sustainability Advisory Services
TÜV SÜD South Asia Pvt. Ltd.
374, Udyog Vihar, Phase II,
Sector – 20, Gurugram – 122016
Haryana, India.

Date: 15-06-2026

Appendix 1

Identified Sustainability Information

A. BRSR Core Indicators

Sl	Attribute	Parameter	Measurement	FY 2025-26	FY 2024-25
1	Green-house gas (GHG) footprint *Greenhouse gas emissions may be measured in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard*	Total Scope 1 emissions	tCO_2e	48,222	39,329
		Total Scope 2 emissions	tCO_2e	138,693	122,479
		GHG Emission Intensity (Scope 1 +2)	Total Scope 1 and Scope 2 emissions (tCO_2e) / Total Revenue from Operations adjusted for PPP (tCO_2e/ USD Million)	[*1] 16.60	17.99
			Total Scope 1 and Scope 2 emissions (tCO_2e) / Total Output of Product	[*2] 0.256	[*2] 0.260
2	Water footprint	Total water consumption	KL	378,559	363,693
		Water consumption intensity	KL/ Turnover adjusted for PPP (KL/ USD Million)	[*1] 33.62	40.4
			KL / Product or Service (MT)	[*3] 0.48	[*3] 0.53
		Water footprint intensity	KL / Product or Service (MT)	[*3] 0.35	[*3] 0.43
		Water Discharge by destination and levels of Treatment	KL	Nil	Nil
3	Energy footprint	Total energy consumed	MWh	397,669	337,921
		% of energy consumed from renewable sources	%	6.00%	5.52%
		Energy intensity	MWh/ Turnover adjusted for PPP (MWh/ USD Million)	[*1] 35.32	[*1] 37.57
			MWh / Product or Service (MT)	[*2] 0.55	[*2] 0.54
4	Embracing circularity - details related to waste management by the entity	Plastic waste (A)	MT	834.17	714.99
		E-waste (B)	MT	2.00	2.27
		Bio-medical waste (C)	MT	0.01	0.02
		Construction and demolition waste (D)	MT	0.00	16.03
		Battery waste (E)	MT	0.20	0.02
		Radioactive waste (F)	MT	Nil	Nil
		Other Hazardous waste. Please specify, if any. (G)	MT	1514.28	[*4] 1691.57
		Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	MT	16402.83	[*4] 9905.35
		Total waste generated (A+B + C + D + E + F + G + H)	MT	18753	12330
		Waste intensity	MT/ Turnover adjusted for PPP	[*1] 1.67	1.37

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Sl	Attribute	Parameter	Measurement	FY 2025-26	FY 2024-25
			(MT/ USD Million)		
			MT / Unit of Product or Service (MT)	[*2] 0.026	[*2] 0.020
		Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations	MT	18513	12050
			Intensity (MT of Waste Recycled Recovered /Total Waste generated)	0.99	0.98
		For each category of waste generated, total waste disposed by nature of disposal method	MT	240	280
			Intensity (MT of Waste disposed /Total Waste generated)	0.01	0.02
5	Enhancing Employee Wellbeing and Safety	Spending on measures towards well-being of employees and workers – cost incurred as a % of total revenue of the company	%	0.08%	0.11%
		Details of safety-related incidents for employees and workers (including contract-workforce e.g. workers in the company's construction sites)	Number of Permanent Disabilities	Employee: 0 Worker: 1	Employee: 0 Worker: 0
			Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employee:0.00 Worker: 0.65	Employee:0.36 Worker: 1.13
			No. of fatalities	0	0
6	Enabling Gender Diversity in Business	Gross wages paid to females as % of wages paid	%	5.03%	6.44%
		Complaints on POSH		1	0
7	Enabling Inclusive Development	Input material sourced from following sources as % of total purchases – *Directly sourced from MSMEs/ small producers and from within India*	%	MSME: 8.53% In India: 64.0%	MSME: 4.5% In India: 61.4%
		Job creation in smaller towns – Wages paid to persons employed in smaller towns (permanent or non-permanent /on contract) as % of total wage cost	%	Rural: 30% Semi-urban: 20% Urban: 4% Metropolitan: 46%	Rural: 34% Semi-urban: 20% Urban: 3% Metropolitan: 43%
8	Fairness in Engaging with Customers and Suppliers	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events	%	Nil	Nil
		Number of days of accounts payable		132.35	133.49

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Sl	Attribute	Parameter	Measurement	FY 2025-26	FY 2024-25
9	Open-ness of business	Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties	Purchases from trading houses as % of total purchases	17.58%	13.9%
			Number of trading houses where purchases are made from	697	877
			Purchases from top 10 trading houses as % of total purchases from trading houses	79.05%	81.8%
			Sales to dealers / distributors as % of total sales	3.10%	2.66%
			Number of dealers / distributors to whom sales are made	1,745	917
			Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	18.03%	21.65%
			Purchases (Purchases with related parties / Total Purchases)	0.04%	0.04%
			Sales (Sales to related parties / Total Sales)	0.001%	0.03%
			Loans & advances (Loans & advances given to related parties / Total loans & advances)	1.10%	0.80% restated
			Investments (Investments in related parties / Total Investments made)	20.13%	5.04%

Note

*[*1] PPP rate taken from https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND as per SEBI guidelines. PPP value as of 15th April 2026 for India is 20.34*

*[*2] 98% of APAR's scope-1 & scope-2 emissions are on account of its Cable & Conductor businesses. Hence these numbers are considered.*

*[*3] 90% of APAR's water consumption is on account of its Cable & Conductor businesses. Hence these numbers are considered.*

*[*4] One waste item was categorized from Non-Hazardous to Hazardous waste. The total of both items remained same.*