31st August, 2026

To BSE Limited Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai-400 001 **Scrip Code: 532439**	To National Stock Exchange of India Ltd Exchange Plaza, 5th Floor, Plot No. C/1, G Block, Bandra Kurla Complex, Bandra (E) Mumbai-400 051 **Symbol: OLECTRA**

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report for FY 2025-26;

Pursuant to the Regulation 34 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed the Business Responsibility and Sustainability Report for FY 2025-26:

This is for your information and records.

Thanking You.

Yours Sincerely,
For Olectra Greentech Limited

Paritala Hanuman Prasad

Digitally signed by Paritala Hanuman Prasad
Date: 2026.08.31 18:39:14 +05'30'

OLECTRA GREENTECH LIMITED HYDERABAD

P Hanuman Prasad
Vice President-Company Secretary & Legal

Encl: As above

Business Responsibility & Sustainability Reporting FY 2025-2026

Annexure-9

Olectra Greentech Limited

SECTION A: GENERAL DISCLOSURES

I. Details of the Listed Entity

Sr. No.	Particulars	Details
1.	Corporate Identity Number (CIN) of the Listed Entity	L34100TG2000PLC035451
2.	Name of the Listed Entity	Olectra Greentech Limited (Olectra or the Company)
3.	Year of incorporation	11 October 2000
4.	Registered office address	S–22, 3rd Floor, Technocrat Industrial Estate, Balanagar, Hyderabad–500 037, Telangana, India
5.	Corporate address	S–22, 3rd Floor, Technocrat Industrial Estate, Balanagar, Hyderabad–500 037, Telangana, India
6.	Email	info@olectra.com
7.	Telephone	+91 40 46989999
8.	Website	www.olectra.com
9.	Financial year for which reporting is being done	April 1, 2025 - March 31, 2026
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited National Stock Exchange of India Limited
11.	Paid-up capital	₹ 3,283.23 Lakhs
12.	Name and contact details (telephone, e-mail address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Mahesh Babu Subramanian DIN: 08736697 Managing Director Telephone No - 040 - 46989999 Email ID: info@olectra.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).	The disclosures under this report are made on a Standalone basis.
14.	Name of assurance provider	NA
15.	Type of assurance obtained	NA

II. Products/services

16. Details of Business Activities (accounting for 90% of the turnover):

Sr. no.	Description of Main Activity	Description of Business Activity	Percentage of Turnover of the entity
1.	Electric Vehicles	Manufacturing, Operations & annual maintenance of Electric Buses and Trucks	85.69%
2.	Power Insulators	Manufacturing of Polymer Insulators	14.31%

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

Sr. no.	Product/Service	NIC Code	Percentage of total Turnover contributed
1.	Electric Vehicles	2910	85.69%
2.	Power Insulators	2610	14.31%

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	1	1	2
International	-	-	-

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	E-Vehicles – 13 States Insulators – PAN India
International (No. of Countries)	E-Vehicles – 1 Country Insulators – 7 Countries

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

5.28%

*During FY 2025–26, the Company exported its products to the United States of America, Malawi and Mozambique.

c. A brief on types of customers

Olectra serves a diverse customer base across its E-Vehicles and Composite Insulator business segments.

In the E-Vehicles segment, the Company's customers primarily comprise State and Central Government bodies operating across various Indian cities, including Pune, Hyderabad, Mumbai, Ahmedabad, Silvassa, Nagpur, Surat, Tirupati, Kochi, Kullu, Panjim and Dehradun.

In the Composite Insulator segment, the Company's customer base includes State and Central power generation and distribution utilities, private power generation companies, and multinational infrastructure enterprises. These customers are located across India as well as international markets such as the United States, Nepal, Mozambique, Malawi, Niger, Tanzania and Tunisia.

IV. Employee

20. Details as at the end of Financial Year:

a. Employees and Workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
	Employees					
1.	Permanent (D)	331	320	97%	11	3%
2.	Other than Permanent (E)	96	90	94%	6	6%
3.	**Total employees (D + E)**	**427**	**410**	**96%**	**17**	**4%**
	Workers					
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	1403	1280	91%	123	9%
6.	**Total workers (F + G)**	**1403**	**1280**	**91%**	**123**	**9%**

b. Differently abled Employees and Workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
	Differently abled Employees					
1.	Permanent (D)	0	0	0	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	**Total differently abled employees (D + E)**	**0**	**0**	**0**	**0**	**0**

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
	Differently abled Workers					
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	0	0	0	0	0
6.	**Total differently abled workers (F + G)**	**0**	**0**	**0**	**0**	**0**

21. Participation/ Inclusion/ Representation of Women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	2	29%
Key Management Personnel	3	0	0%

*Managing Director is covered under both Board of Directors and Key Management Personnel

22. Turnover rate for permanent employees and workers:

	Turnover rate of current FY 2025-26			Turnover rate of previous FY 2024-25			Turnover rate of the year prior to the previous FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	52%	13%	52%	37.9%	75%	37.9%	35%	0%	35%
Permanent Workers	0%	0%	0%	30.8%	100%	30.8%	5.1%	0%	5.1%

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

23. Names of Holding/ Subsidiary/ Associate Companies/ Joint Ventures:

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% Of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)*
1	MEIL Holdings Limited	Holding	50.02	No
2	Evey Trans (GTC) Private Limited	Subsidiary	51.00	No
3	Evey Trans (SIL) Private Limited	Associate	26.00	No
4	Evey Trans (UJJ) Private Limited	Associate	34.00	No
5	Evey Trans (JAB) Private Limited	Associate	26.00	No
6	Evey Trans (BLR) Private Limited	Associate	26.00	No
7	Evey Trans (MHS) Private Limited	Associate	26.00	No
8	Evey Trans (SMC) Private Limited	Associate	26.00	No
9	Evey Trans (TEL) Private Limited	Associate	26.00	No
10	Evey Trans (MAH) Private Limited	Associate	26.00	No
11	SSISPL OGL BYD consortium	Joint Venture (JV)	100.00	No

VI. CSR Details

24. (i) **Whether CSR is applicable as per section 135 of Companies Act, 2013:** Yes

(ii) **Turnover (in ₹.):** 22,74,22,75,345

(iii) **Net worth (in ₹.):** 12,25,73,63,543

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 weblink 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 complaint filed during the year	Number of complaints pending resolution at close of the year	Remarks
Investors (other than shareholders)	Yes. The Company has a separate mechanism for investors to report mechanism through https://olectra.com/investor-grievances/	-	NIL	NIL	0	0	NIL
Shareholders		1	NIL	NIL	2	0	NIL
Communities	Yes. Olectra's Whistle Blower Policy provides a formal grievance redressal mechanism for employees, Directors and external stakeholders, including suppliers and other persons associated with the Company, to report concerns or complaints relating to unethical conduct, misconduct or policy violations https://olectra.com/wp-content/uploads/whistle-blower-policy.pdf		NIL	NIL	0	0	NIL
Employees and workers		-	NIL	NIL	0	0	NIL
Customers		-	NIL	NIL	0	0	NIL
Value Chain Partners		-	NIL	NIL	0	0	NIL
Other (Please specify)	NO	-	NIL	NIL	0	0	NIL

As a listed entity, Olectra has constituted a Stakeholders Relationship Committee in accordance with Regulation 20 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015. The Committee meets quarterly to review and address stakeholder concerns and grievances.

Stakeholders, including investors, employees and customers, may contact the Company at info@olectra.com. Where a satisfactory response is not received, investors may escalate their concerns through SEBI's SCORES platform or approach the Company's Registrar and Transfer Agent.

Following the announcement of quarterly financial results, Olectra also provides stakeholders with an opportunity to raise queries relating to its operations, business performance, future plans and ongoing projects. The Company publishes details of scheduled calls, audio recordings, transcripts and presentations within the timelines prescribed under the SEBI (LODR) Regulations, 2015.

The Company generally responds to stakeholder queries within 24 hours and works towards prompt and fair resolution. The Stakeholders Relationship Committee reviews the status of complaints received, resolved and pending at each meeting.

26. Overview of the entity's material responsible business conduct issues:

We adopt a comprehensive and systematic approach to identifying material sustainability and responsible business conduct issues that may present risks or opportunities to its business. The assessment is based on stakeholder inputs, sector-specific considerations, peer benchmarking and alignment with relevant Indian and global ESG frameworks. The following section outlines the materiality assessment process, key methodologies applied and the resulting material issues, together with their associated risks, opportunities and mitigation or management strategies.

S. No.	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial Implications of the risk or opportunity (Indicate positive or negative implications)
1	Corporate Governance	Opportunity	Strong corporate governance ensures that a Company operates with accountability and transparency, aligning business decisions with shareholder interests and supporting long-term, sustainable growth	The Company has undertaken the following initiatives to ensure robust governance: • Formulated Company Code of Conduct • Conducts familiarization programs for Board of Directors and Key Managerial Personnel • Conducts Board effectiveness reviews	Positive
2	GHG Emissions	Opportunity	Transitioning to renewable sources of energy and adopting energy-efficient measures enables the Company to reduce operational costs while minimizing its environmental footprint	The Company has undertaken the following initiatives to minimize emissions • Annual GHG Inventory • Invests in energy-efficient technologies • Plans to transition to renewable energy sources • Monitors power consumption of the Electric vehicle fleet	Positive
3	Employee Retention & Wellbeing	Opportunity	Employees are a vital driver of organizational success, and fostering strong, positive relationships with them is essential for achieving sustainable business performance.	The company has undertaken the following initiatives to ensure employee retention and well-being: • Formulated internal policies for employee well-being related to participation, freedom, gender equality, a good environment and a harassment free workplace • Formulated a Remuneration Policy • Built a diverse and inclusive work culture	Positive
4	Business Conduct & Ethics	Opportunity	Ethical business conduct sets clear standards for all stakeholders, ensuring integrity in operations and building lasting trust with stakeholders and the public.	The company has undertaken the following initiatives to ensure ethical business conduct • Formulated Company Code of Conduct • Established Whistle Blower Mechanism • Monitors policy violations	Positive
5	Occupational Health & Safety	Opportunity	Health and wellbeing initiatives boost employee morale and enhance productivity.	The company has undertaken the following initiatives to provide a safe, secure and healthy workplace: • Established safety committee • Internationally accredited Occupational Health and Safety Management system (OHSMS) • Robust Hazard Identification, Risk Assessment and Incident Investigation • Provision of comprehensive health and accident insurance	Positive
6	Waste Management	Opportunity	Implementing waste management initiatives based on the principle of Reduce, Reuse and Recycle enhances efficiency, minimizes environmental impact, and supports a safe, healthy workplace	The company has undertaken the following initiatives to ensure resource efficiency: • Adopting 3R's principles • Segregates waste for reuse or recycling • Ensures safe sorting, storage, and disposal of hazardous waste • Disposes waste through authorized recyclers	Positive

S. No.	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial Implications of the risk or opportunity (Indicate positive or negative implications)
7	Training & Development	Opportunity	Training and Development enhance employee skills, support career growth, and strengthen engagement and workplace relationships.	The company has undertaken the following initiatives to ensure skill upgradation: • Addresses skill upgradation through regular training programs and assessments • Conducts periodic performance reviews	Positive
8	Opportunity in Clean Technology	Opportunity	Investing in R&D to innovate environment-friendly products provides Olectra with a competitive edge and drives positive product demand.	The company has undertaken the following initiatives to transition to clean technology • Acquiring technical know-how for localized manufacturing of chassis • Focusing on state-of-the-art green product development	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

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

P2 - Businesses 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 their stakeholders

P5 - Businesses should respect and promote human rights

P6 - Businesses should respect and make efforts to restore and protect 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

Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y

Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
c. **Web Link of the Policies, if available**	Anti Corruption and Anti Bribery Policy Human Rights policy Dividend Distribution policy Risk Management Policy Whistle blower Policy Corporate Social Responsibility Policy Archival Policy Determination of Materiality for Disclosures Preservation of Documents OGL Familiarization Programme Nomination and Remuneration Policy Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information Code of Internal Procedure and Conduct for Regulating Monitoring and Reporting Policy on Material Subsidiary Code of Independent Directors Policy on Related Party Transactions								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle	IATF 16949:2016 - Quality Management System ISO 9001:2015 - Quality Management System ISO 45001 - Health & Safety Management System ISO 14001 - Environmental Management System ISO 45001:2018 - Design, Manufacture and Assembly of Electric Vehicle ISO 14001:2015 - Design, Manufacture and Assembly of Electrical Vehicle Safe Place to Work - HR Association of India (HRAI) Dream Company to Work - National Awards for Excellence								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any	During FY 2023-24, the Company progressed the development of its Environmental, Social and Governance (ESG) strategy. It completed a materiality assessment, identified priority ESG focus areas, defined its aspirations and developed a clear roadmap for achieving its objectives. The Company remains committed to aligning its business practices and initiatives with the impact-related guidelines under each of the nine principles.								
6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	The Company also embarked on a baseline study in the previous reporting year to understand its current performance on ESG focus areas. Hence, performance will be disclosed in the subsequent years.								

Governance, Leadership, and Oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG-related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure):

Our commitment to sustainability highlights our focus on improving societal, economic and environmental health. To tackle ESG issues, we are vigorously addressing climate change through green innovations, such as our E Vehicles and related offerings. We endeavor to create an inclusive and nurturing work environment to draw and keep skilled individuals, alongside developing strong governance frameworks that ensure a transparent and principles-based corporate ethos.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies):

Mr. Mahesh Babu Subramanian
Managing Director
DIN: 08736697
Telephone Number: +91 40-46989999
E-mail ID: info@olectra.com

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 Directors is responsible for overseeing the Company's sustainability agenda and for integrating sustainability-related risks and opportunities into strategic decision-making processes. The Risk Management Committee is entrusted with formulating and implementing the risk management framework, which encompasses the identification, assessment and management of internal and external risks, including ESG and sustainability-related matters. In addition, the Board provides strategic guidance and oversight of the Company's sustainability initiatives to ensure alignment with its ESG priorities and objectives.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee.									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P 7	P 8	P 9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow-up action.	The Company's policies are reviewed regularly by the Board of Directors and/or the Risk Management Committee to assess their effectiveness and relevance. Based on these reviews, necessary updates and improvements are implemented to strengthen governance and operational practices.									Regularly								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company complies with all applicable laws, regulations and statutory requirements. Senior Management submits compliance reports and statutory compliance certifications to the Board, providing an overview of adherence to the relevant legal and regulatory framework. The Board reviews these reports on a regular basis to monitor compliance across the organisation. In the event of any instances of non-compliance, appropriate corrective actions are undertaken in a timely manner. Further, the Annual Report includes a certificate confirming compliance with the applicable corporate governance requirements.									Regularly								

*The Company's policies are regularly reviewed by the Board of Directors and/or the Risk Management Committee, as required. During these reviews, the effectiveness of the policies is evaluated, and any necessary changes to the policies and associated processes are implemented.

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:

P1	P2	P3	P4	P5	P6	P7	P8	P9
No. The Company does not engage an external agency for independent evaluation of its policies. The policies are, however, regularly reviewed and assessed by the Board of Directors to ensure their effectiveness and suitability.								

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

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

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.

Olectra is committed to upholding the highest standards of corporate governance, ethical conduct, and responsible business practices. The Company strives to foster a culture of integrity, transparency, and accountability while safeguarding the interests of all stakeholders and supporting sustainable business growth. The Company maintains a zero-tolerance approach towards unethical, abusive, corrupt, and anti-competitive practices. Ethical principles are embedded across business operations and guide interactions with employees, customers, suppliers, government authorities, investors, and the wider community. To reinforce these values, Olectra regularly conducts awareness and training programs on corporate governance, business ethics, and compliance-related matters.

Further, the Company has established a robust Whistleblower Policy that provides a secure and confidential mechanism for reporting actual or suspected misconduct, unethical behavior, or violations of applicable laws and Company policies. The policy encourages the timely reporting of concerns and ensures that individuals who raise genuine concerns in good faith are protected against any form of retaliation or adverse action.

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness programmes
Board of Directors	5	All members of the Board of Directors received comprehensive induction and orientation sessions covering the Company's vision, strategic objectives, and foundational values such as ethics and corporate governance. These sessions also included guidance on the Code applicable to Independent Directors and Board Members, as well as key policies related to Corporate Social Responsibility, Remuneration Framework, Vigil Mechanism, Related Party Transactions, and Risk Management. Additionally, they were updated on major changes in corporate and other relevant laws, along with their implications for the Company. In 2025–26, the Board of Directors and Key Managerial Personnel (KMPs) engaged in familiarization programmes that addressed policy development and implementation, business operations, regulatory updates, economic trends, and Environmental, Social, and Governance (ESG) considerations.	95%
Key Managerial Personnel	5		100%
Employees other than BoD and KMPs	79	1. HO Motivational Training 2. New Joinee Induction Training 3. Application Tracking System 4. Comp & Benefit 5. Low-Cost Automation 6. Total Productive Maintenance 7. level-1 (Company induction, Manual Knowledge, Repair Manual ,5S, Maintenance Manual, Parts Manual, Product Knowledge-K7, K9, ₹9& Tipper, Statutory Guidelines, Safety & PPE Uses) 8. level-2 (Maintenance-a. Suspension system, b. Brakes system& c. Steering system; Scan Diagnose and program user; statutory & regulatory Req. 9. level-3 (Electrical-a. HV/LV Electrical System, b. Motor & c. Battery Pack, Technical- Repair of a. Break, b. Steering, c. Cabin, d. AC, e. Gear, f. HUB & g. Suspension) 10. level-4 (Diagnose: a. Power Electronic, b. Power Train Motor, c. Axle, d. Interior of Body Cabin (AC) & e. Suspension 11. Project Management Professional (PMP) Training 12. Depot Safety Training	80% - 90%
Workers	79		80% - 90%

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	Principle 1	Telangana Industrial Infrastructure Corporation Limited (TGIIC)	₹2,57,87,484	Olectra Greentech Limited ("Olectra" / the "Company") has received a demand notice from Telangana Industrial Infrastructure Corporation Limited (TGIIC) imposing a penalty of ₹2,57,87,484 (including GST) for the period from November 12, 2023 to November 11, 2025. The penalty relates to the delay in completing the ongoing construction of the Greenfield EV Manufacturing Facility at Seetharampur Industrial Park, Hyderabad, Telangana.	No
Settlement	NIL	NIL	NIL	NIL	NIL
Compounding Fee	NIL	NIL	NIL	NIL	NIL

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

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

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

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

Yes. Olectra follows a "Zero Tolerance" approach towards bribery, corruption and all forms of unethical conduct. The Board has established clear principles and directives through the Company's Code of Ethics & Business Conduct and Anti-Bribery and Anti-Corruption Policy.

The Code of Ethics & Business Conduct is available on the Company's website at:
https://olectra.com/code-of-ethics/

The Anti-Bribery and Anti-Corruption Policy is available at:
https://olectra.com/wp-content/uploads/Anti-Corruption-and-Anti-Bribery-Policy.pdf

The Anti-Bribery and Anti-Corruption Policy promotes legitimate and ethical business practices across the organisation and prohibits bribery, corruption and related misconduct. The policy applies to all employees, Key Managerial Personnel, Directors and third parties associated with Olectra and should be read in conjunction with the Code of Ethics & Business Conduct.

Olectra conducts all business transactions professionally, fairly and with integrity. The Company has implemented a vigil mechanism that enables Directors, employees and other stakeholders to report genuine concerns relating to unethical behavior, actual or suspected fraud, misconduct or violations of the Company's Code of Conduct. The Whistle Blower Policy further empowers internal and external stakeholders to identify and report improper activities within the Company.

Olectra also obtains annual declarations from its Directors, Key Managerial Personnel and Senior Management confirming compliance with the Code of Ethics & Business Conduct.

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	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NIL	0	NIL
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NIL	0	NIL

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

NA

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	143	132

9. Openness 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	0%	0%
	b.	Number of trading houses where purchases are made from	0	0
	c.	Purchases from top 10 trading houses as % of total purchases from trading houses	0%	0%
Concentration of sales	a.	Sales to dealers/ distributors as % of total sales	0%	0%
	b.	No. of dealers/ distributors to whom sales are made**	0	0
	c.	Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors	0%	0%
Share of RPTs in	a.	Purchases (Purchases with related parties / Total purchases)	4.4%	8.84%
	b.	Sales (Sales to related parties / Total sales)	76%	81%
	c.	Loans and advances (Loans and advances given to related parties / Total loans and advances)	0	0%
	d.	Investments (Investments in related parties / Total investments made)	100%	100%

PRINCIPLE 2

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

Olectra continues to play a significant role in advancing electric mobility in India through its electric bus solutions, reinforcing its commitment to transforming public transportation. By offering safe, reliable, cost-effective and sustainable mobility options, the Company is contributing to the development of cleaner and more efficient transit systems.

The Company's electric buses provide a zero-tailpipe emission transportation alternative, helping reduce air pollution and operating costs while enhancing passenger comfort and safety. Through continuous innovation and a strong focus on sustainable mobility, Olectra is expanding its presence in the electric vehicle sector and delivering solutions that meet evolving customer expectations.

By enabling the adoption of cleaner transportation technologies, the Company contributes to improved air quality, reduced environmental impact and enhanced public mobility, thereby supporting the transition towards a more sustainable and connected future.

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:**

	Current Financial Year (2025-26)	Previous Financial Year (2024-25)	Details of improvement in environmental and social impacts
R&D	100%	100%	**Mobility Segment** Olectra has focused on enhancing the design of its environmentally friendly E Buses. The development of the Olectra platform for E-buses and tippers has expanded the product portfolio, offering customers more options to adopt electric vehicles across various applications and reduce reliance on conventional diesel vehicles.
Capex	1.87%	3.13%	**Mobility Segment** Olectra has acquired the technical expertise required for localised chassis manufacturing, localised axles, suspension other major aggregates. This initiative has generated social value by enhancing accessibility, creating employment opportunities and facilitating skill development among employees. The Company rigorously tests its vehicle design to assess emissions and other environmental factors. Numerous regulatory and safety evaluations have been conducted to ensure the EVs are road-compatible and complaint with the Central Motor vehicles Rules, thereby enhancing customer confidence and safety.

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

   Yes

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

   Olectra integrates responsible business practices into its procurement and supplier engagement processes with the objective of strengthening environmental, social and ethical standards across its supply chain. Given the diverse nature of its sourcing requirements, the Company places emphasis on engaging with suppliers that comply with applicable laws and follow responsible practices in their operations.

   Supplier expectations include adherence to requirements relating to workplace hygiene, payment of minimum wages, occupational health and safety, fair labour practices and compliance with applicable environmental and regulatory standards. These considerations form part of Olectra's approach to building a responsible and resilient supply network.

   The Company continues to strengthen its supplier engagement and procurement practices by encouraging responsible conduct, improving supply-chain efficiency and integrating sustainability considerations into sourcing decisions, while supporting long-term business growth and value creation across the supply chain.

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:**

Plastics (including packaging)	Plastic waste, including packaging material, is segregated and handed over to identified scrap dealers for appropriate disposal.
E-waste	No e-waste is generated from the Company's operations.
Hazardous waste	Hazardous waste is collected at the point of generation, segregated and stored in an identified area. It is subsequently disposed of through an agency authorised by the Pollution Control Board.
Other Waste	Other waste generated from operations is segregated and handed over to identified scrap dealers for appropriate disposal.

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, Extended Producer Responsibility (EPR) is applicable to Olectra's operations. The Company is registered with the Central Pollution Control Board (CPCB) for battery waste management and fulfills its EPR obligations as an Original Equipment Manufacturer (OEM). The Company is in the process of engaging CPCB-registered and authorised recyclers for the collection and disposal of end-of-life batteries. Batteries reaching the end of their useful life will be recycled and managed in accordance with the applicable regulatory requirements and CPCB guidelines.

PRINCIPLE 3

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

Essential Indicators

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

Category	Total (A)	Percentage of employees covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day-care Facilities*	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	320	320	100%	320	100%	-	-	320	100%	-	0%
Female	11	11	100%	11	100%	11	100%	-	-	-	0%
Total	**331**	**331**	**100%**	**331**	**100%**	**11**	**100%**	**320**	**100%**	**0**	**0%**
Other than Permanent employees											
Male	90	90	100%	90	100%	-	-	90	100%	-	0%
Female	6	6	100%	6	100%	6	100%	-	-	-	0%
Total	**96**	**96**	**100%**	**96**	**100%**	**6**	**100%**	**90**	**100%**	**0**	**0%**

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

Category	Total (A)	% of workers covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day-care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
Other than Permanent workers											
Male	1280	-	-	15	1.17%	-	-	-	-	-	-
Female	123	-	-	-	-	-	-	-	-	-	-
Total	**1403**	**-**	**-**	**15**	**1.17%**	**-**	**-**	**-**	**-**	**-**	**-**

* Note: For other than permanent workers, measures relating to well-being are primarily covered and managed by the respective vendors/contractors as per applicable statutory requirements and contractual terms. The Company encourages its vendors/contractors to ensure appropriate welfare, health, and safety-related support for such workers.

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	0.063%	0.2%

2. Details of retirement benefits, for Current FY 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 percentage of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	97%	95%	Yes	99.68%	100%	Yes
Gratuity	100%	100%	Yes	99.68%	100%	Yes
ESI	2%	85%	Yes	7.57%	100%	Yes
Others – please specify	-	-	-	-	-	-

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:

In line with Olectra's commitment to being a fair and equal opportunity employer, refraining from discrimination based on race, age, gender, religion, or disabilities, we have employed appropriate infrastructure to make our premises and offices accessible for individuals with disabilities.

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, Olectra is committed to being an equal opportunity employer, and its Human Rights Policy ensures equitable treatment for differently abled individuals. The company upholds principles of fairness and impartiality toward all individuals, irrespective of their characteristics. Olectra actively promotes diversity, prohibits discrimination, and fosters an inclusive workplace environment. Further details can be found on the Company's Human Rights Policy available at https://olectra.com/wp-content/uploads/Human-Rights-Policy.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	0%	0%	Nil	Nil
Female	0%	0%	Nil	Nil
Total	**0%**	**0%**	**Nil**	**Nil**

*No employees availed maternity or parental leave during FY 2025–26. Accordingly, the return-to-work and retention rates are not applicable for the reporting year.

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:

Category	Yes/No (If yes, then give details of mechanism in brief)
Permanent employee Other than Permanent employee Permanent workers Other than Permanent Workers	Yes, grievances are directed to the relevant supervisory authority or the Audit Committee, following the procedures outlined in the Company's Standing Orders. Employees and workers can utilize the redressal mechanisms outlined in the Whistleblower Policy or, in cases of sexual harassment, under the Prevention of Sexual Harassment Act. Reported concerns and grievances undergo thorough investigation, and appropriate remedial actions are taken in accordance with relevant laws. Remedial measures may involve disciplinary actions against the accused party, up to and including termination. Link to Whistle Blower Policy: https://olectra.com/wp-content/uploads/whistle-blower-policy.pdf

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

Category	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 (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	**331**	**0**	**0%**	**724**	**0**	**0%**
Male	320	0	0%	715	0	0%
Female	11	0	0%	9	0	0%
Total Permanent Workers	**0**	**0**	**0%**	**77**	**0**	**0%**
Male	0	0	0%	77	0	0%
Female	0	0	0%	0	0	0%

8. Details of training given to employees and workers:

Category*	FY 2025-26					FY 2024-25				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)z	On Health and safety measures		On Skill upgradation	
		No.(B)	% (B/A)	No.(C)	% (C/A)		No.(E)	% (E/D)	No.(F)	% (F/D)
Employees										
Male	410	352	86%	352	86%	923	570	61.76%	675	73.13%
Female	17	17	100%	17	100%	11	7	63.64%	8	72.73%
Total	**427**	**369**	**86%**	**369**	**86%**	**934**	**577**	**61.78%**	**683**	**73.13%**
Workers										
Male	1280	1140	89%	1080	84%	665	601	90.38%	550	82.71%
Female	123	110	89%	106	86%	24	21	87.50%	19	79.17%
Total	**1403**	**1250**	**89%**	**1186**	**85%**	**689**	**622**	**90.28%**	**569**	**82.58%**

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No.(B)	% (B/A)	Total (C)	No.(D)	% (D/C)
Employees*						
Male	410	365	89%	923	449	48.65%
Female	17	13	76%	11	7	63.64%
Total	**427**	**378**	**89%**	**934**	**456**	**48.82%**
Workers						
Male	1280	0	0%	665	0	0%
Female	123	0	0%	24	0	0%
Total	**1403**	**0**	**0%**	**689**	**0**	**0%**

10. Health and safety management system:

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

Yes. Olectra's Occupational Health and Safety Management System is certified to ISO 45001:2018. The certification cycle includes one recertification audit and two surveillance audits to review the effectiveness and continued implementation of the system.

The OHSMS covers all employees, workers, operations and locations, including contractor activities. It supports the identification and assessment of workplace risks, implementation of preventive measures and establishment of emergency response procedures. This structured approach strengthens safety awareness, compliance and continual improvement in workforce health and safety.

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:

The Company identifies hazards and assesses risks associated with all routine activities. Appropriate controls are defined and implemented to reduce risks to acceptable levels.

Safety Audits:

Quarterly internal audits are conducted across various aspects of occupational health and safety to assess compliance and identify areas for improvement.

Safety Observations:

Each shop-floor executive records two safety observations every month. Safety personnel also identify and report unsafe acts and conditions during daily safety rounds.

Work Permit System:

A work permit is issued for all non-routine activities. The process helps identify potential hazards and ensures that appropriate control measures are in place before the activity begins.

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

Yes

Safety Toolbox Talks: The Company conducts daily toolbox talks across different departments and work areas. These sessions cover specific safety topics and discuss previously observed unsafe acts and conditions to strengthen awareness and prevent recurrence.

Safety Committee Meetings: The Safety Committee meets once every three months to review safety training and awareness initiatives, unsafe acts and conditions, and concerns raised by workmen.

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

Yes, Olectra provides comprehensive health coverage to its employees through medical insurance programs that address both occupational and non-occupational healthcare needs. In addition, all eligible workers are covered under the Employees' State Insurance (ESI) scheme, ensuring access to medical benefits and social security support in accordance with applicable statutory requirements.

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	Nil	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	Nil	Nil
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

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

Olectra remains committed to safeguarding the health, safety and well-being of its employees and workers across all operational locations, including manufacturing facilities and offices. To maintain a safe and healthy workplace, the Company has established the following measures:

1. **Safety Training -** Induction Training, Emergency Preparedness, First Aid & CPR, Safe operation of cranes, Defensive Driving, Hands-on training for the use of Fire Extinguishers.
2. **Identification & Mitigation of Hazards -** Safety Observation for identification of unsafe acts and unsafe conditions by shopfloor executives, Safety internal Audits, Daily safety Rounds, Inputs from workmen during toolbox talks
3. **Employee Participation & motivation -** Safety committee meetings, EHS celebration - National Safety Week, Road Safety Month, Environment Day, Cancer Prevention Day
4. **Equipment Safety -** Inspection of lifting tools and equipment, Pressure Vessels.
5. **Work zone monitoring -** Work zone noise level
6. **Emergency preparedness -** Mock drill, Training on use of fire extinguishers. OHC, First Aid boxes, Ambulance
7. **PPE -** Display of PPE matrix, Mandatory Helmet & safety shoes on the shop floor, Activity-based PPE provided to the workmen.
8. **Visual Safety Management -** Display of safety and health awareness posters, signage, and caution boards across the shop
9. **Improvement -** Safety Kaizen for improvements
10. **Health -** Health check of employees

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 the year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	NIL	NIL	NIL	NIL	NIL	NIL
Health & Safety	NIL	NIL	NIL	NIL	NIL	NIL

14. Assessments for the year:

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

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

The Company installed 20 rooftop extractors to remove welding fumes from work areas and improve ventilation. It also installed wire-rope safety systems to enhance the safety of employees working at height on buses.

PRINCIPLE 4

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

Olectra believes that effective stakeholder engagement is integral to achieving its sustainability objectives. The Company engages with stakeholders through transparent and inclusive processes to understand their perspectives, identify material issues and assess the impact of its operations. Insights gained through these engagements support informed decision-making, continuous improvement and the advancement of the Company's sustainability agenda.

Essential Indicators

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

Olectra identifies its key stakeholders based on their ability to influence the Company's operations, decisions, and long-term success, as well as the extent to which the Company's activities, products, and services may impact their interests. This stakeholder-centric approach enables the Company to understand evolving expectations, manage risks effectively, and create sustainable value for all stakeholders.

The Company recognizes both internal stakeholders, including employees and the Board of Directors, and external stakeholders such as customers, investors, suppliers, business partners, regulators, local communities, financial institutions, and industry associations. Olectra maintains continuous and transparent engagement with these stakeholder groups through structured communication channels, regular interactions, consultations, surveys, meetings, feedback mechanisms, and grievance redressal processes.

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
Investors / Shareholders / Debenture holders	No	Stock Exchange disclosure, newspaper advertisement, investor meeting	Quarterly and Event Based	To address and respond promptly to queries, concerns, and requests for clarification regarding the Company's existing business operations, strategic initiatives, financial and operational performance, and future growth plans, while ensuring transparent, timely, and effective communication with stakeholders.
Customers	No	Online Survey	Regularly	To obtain valuable feedback on the Company's products and services to better understand customer expectations, improve product quality, enhance customer satisfaction, foster innovation, and drive continuous improvement in product development, performance, and service delivery
Employees	No	Regular interaction, get-together events, workshops on employee welfare	Regularly	To foster an inclusive, collaborative, and supportive workplace culture that promotes a strong sense of unity, belonging, and mutual respect among all employees and workers, while enhancing awareness of the importance of mental health, emotional well-being, and holistic wellness through continuous engagement, education, and well-being initiatives.
Collaborators/ Business Partners	No	Personal Interaction	Event-based	To foster strong, transparent, and mutually beneficial relationships with collaborators and business partners through regular engagement, effective communication, and strategic collaboration. The Company works closely with its partners to promote innovation, maintain high standards of quality, ensure ethical business practices, achieve shared business objectives, manage risks effectively, and create long-term sustainable value for all stakeholders.

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
Industry Association	No	Personal Interaction	Event-based	To actively engage with industry associations to promote knowledge sharing, collaboration, and the exchange of best practices on industry developments, regulatory changes, sustainability, innovation, and emerging technologies. The Company leverages these engagements to contribute to policy discussions, strengthen industry partnerships, enhance operational excellence, address common sectoral challenges, and support the sustainable growth and competitiveness of the industry.
Suppliers	No	Frequent vendor meetings and constant interaction	Weekly	To strengthen relationships with suppliers and other value chain partners by fostering transparent communication, addressing grievances and operational challenges in a timely and effective manner, and promoting collaboration to enhance supply chain resilience, efficiency, and continuous improvement
Communities/ NGOs	No	Personal Interaction	Event-based	To effectively implement the Company's Corporate Social Responsibility (CSR) objectives by undertaking initiatives that contribute to sustainable development, support the socio-economic well-being of communities, protect the environment, and create long-term positive value for society while aligning with the Company's sustainability commitments.

PRINCIPLE 5

Businesses should respect and promote human rights.

Olectra is committed to upholding the principles of human dignity, equality, respect, fairness and inclusion across its operations. The Company strives to maintain a workplace culture that promotes mutual trust, respect and equal opportunity for all employees and stakeholders.

Respect for human rights forms an integral part of Olectra's values and responsible business practices. The Company recognizes that protecting and promoting human rights is essential to sustainable business performance and long-term value creation. Olectra's Human Rights Policy establishes the guiding principles and commitments that support the protection of human rights across its operations, business relationships and stakeholder interactions.

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 Employees/ Workers covered (B)	% (B/A)	Total (C)	No. of Employees/ Workers covered (D)	% (D/C)
Employees						
Permanent	331	331	100%	724	724	100%
Other than Permanent	96	96	100%	210	210	100%
Total	**427**	**427**	**100%**	**934**	**934**	**100%**
Workers						
Permanent	0	0	0%	77	77	100%
Other than Permanent	1403	1403	100%	612	612	100%
Total	**1403**	**1403**	**100%**	**689**	**689**	**100%**

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

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)
Permanent Employees	331	0	0%	331	100%	724	0	0%	724	100%
Male	320	0	0%	320	100%	715	0	0%	715	100%
Female	11	0	0%	11	100%	9	0	0%	9	100%
Other than Permanent Employees	96	0	0%	96	100%	210	0	0%	210	100%
Male	90	0	0%	90	100%	208	0	0%	208	100%
Female	6	0	0%	6	100%	2	0	0%	2	100%

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)
Permanent Workers	-	-	-	-	-					
Male	-	-	-	-	-	77	0	0%	77	100%
Female	-	-	-	-	-	0	0	0%	0	100%
Other than Permanent Workers	1403	1397	99.57%	6	0.427%	612	607	99.18%	5	0.82%
Male	1280	1274	99.53%	6	0.47%	588	583	99.14%	5	0.86%
Female	123	123	100%	0%	0%	24	24	100%	0	0%

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	4	675,000	2	775,000
Key Managerial Personnel	3	10,464,312	0	0
Employees other than BoD and KMP	407	680,874	17	550,008
Workers	1403	188,435	123	188,435

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	2.08%	1.23%

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, Olectra's Human Resources (HR) Department is responsible for identifying, assessing, addressing, and managing actual or potential human rights impacts that may arise from, or be directly or indirectly influenced by, the Company's business operations, employment practices, and workplace activities. The Department ensures that all employees are treated with dignity, fairness, equality, and respect, in accordance with applicable laws, the Company's Code of Conduct, and internationally recognized human rights principles.

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

Olectra's Human Rights Policy establishes a structured grievance redressal mechanism for reporting and addressing human rights-related concerns. Employees are encouraged to raise concerns through the designated escalation process, beginning with their immediate supervisor. Where a satisfactory resolution is not achieved, the matter may be escalated to the respective Head of Department, followed by the Human Resources Department and, where necessary, to the Chairman & Managing Director for further review and resolution.

The mechanism is designed to ensure that concerns are addressed in a fair, transparent and timely manner, in accordance with the principles outlined in the Company's Human Rights Policy.

For further details, please refer to the Company's Human Rights Policy. https://olectra.com/wp-content/uploads/Human-Rights-Policy.pdf

6. 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
Sexual Harassment	0	0	NIL	0	0	NIL
Discrimination at workplace	0	0	NIL	0	0	NIL
Child Labour	0	0	NIL	0	0	NIL
Forced Labour/Involuntary Labour	0	0	NIL	0	0	NIL
Wages	0	0	NIL	0	0	NIL
Other human rights related issues	0	0	NIL	0	0	NIL

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 the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	NIL	NIL
Complaints on POSH as a % of female employees / workers	0%	0%
Complaints on POSH upheld	NIL	NIL

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

Olectra's Whistleblower Policy safeguards employees who report concerns or participate in investigations by prohibiting any form of retaliation. It ensures confidentiality of the complainant's identity and protects individuals raising concerns related to violations of laws, Company policies, or the Code of Conduct and Ethics. Any confirmed act of retaliation is treated seriously and may result in disciplinary action, including termination of employment, along with applicable civil, criminal, or administrative consequences.

In addition, the Company's POSH Policy strictly prohibits victimization or discrimination against complainants. All complaints are handled with the highest level of confidentiality to promote a safe, inclusive, and respectful workplace.

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

Yes. Olectra incorporates compliance with applicable human rights standards into its business agreements and contractual arrangements. These provisions cover working hours, wage rates, employee facilities and other statutory obligations. The Company requires its business partners and contractors to comply with these requirements and uphold fair and responsible labour practices.

10. Assessments for the year:

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

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

    NA

PRINCIPLE 6

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

Olectra is committed to environmental stewardship through its portfolio of electric buses, Electric Heavy Commercial Vehicles (EHCVs), and other sustainable mobility solutions. By advancing innovation in clean transportation technologies, the Company contributes to reducing greenhouse gas emissions, lowering dependence on fossil fuels, and supporting the transition towards a low-carbon economy. Its electric mobility solutions play a vital role in addressing environmental challenges such as climate change, air pollution, and resource depletion. Through these efforts, Olectra continues to promote sustainable development and contribute to a cleaner, greener, and more environmentally resilient future.

Essential Indicators

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

Parameter	Financial Year 2025 -26	Previous Year 2024-25
From renewable sources (in GJ)		
Total electricity consumption (A)	0	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	**0**	**0**
Total electricity consumption (D)	29,437.56	17,211
Total fuel consumption (E)	243.71	1829.7612
Energy consumption through other sources (F)	0	-
Total energy consumed from non-renewable sources (D+E+F)	**29,681.27**	**19,041.06**
Total energy consumed (A+B+C+D+E+F)	**29,681**	**19,041.06**
Energy intensity per rupee of turnover (Total Energy consumed / Revenue from operation)	0.00000131	0.00000108
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) GJ/USD Million	0.0000265	0.000223594
Energy intensity in terms of physical output (GJ/E-Vehicle Manufactured)	7	5.485
Energy intensity (optional) - in terms of physical output (for insulators) GJ/Insulators produced	0.0165	0.0169

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 -

No, there has not been any independent assessment/ evaluation/assurance carried out by an external agency.

*For PPP, conversion factors of 20.340 and 20.660 have been used for FY26 and FY25 respectively, based on the PPP conversion factor published by the International Monetary Fund (IMF).

*Energy intensity in terms of physical output for e-vehicles has been calculated by dividing the total energy consumed for producing e-vehicles by the total number of e-vehicles produced

*Energy intensity in terms of physical output for insulators has been calculated by dividing the total energy consumed for producing insulators by the total number of insulators produced

*Certain data disclosed for FY 2024–25 has been restated to align with the reporting methodology adopted for FY 2025–26 and to ensure consistency, accuracy and comparability across reporting periods.

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, Olectra does not operate any facilities or sites that are designated under the Perform, Achieve and Trade (PAT) Scheme. Accordingly, the provisions and compliance requirements associated with the PAT Scheme are not applicable to the Company during FY 2025-26.

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

Parameter	FY 25-26	FY 24-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	104,251	14,290
(iii) Third party water	0	-
(iv) Seawater / desalinated water	0	-
(v) Others	0	-
Total volume of water withdrawal (in kilolitres) (I+ii+iii+iv+v)	**104,251**	**14,290**
Total volume of water consumption (in kilolitres)	**104,251**	**14,290**
Water intensity per rupee of turnover (Total water consumption / Revenue from operation)	0.00000458	0.00000081
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (KL/USD Million)	0.0000932	0.00017
Water intensity in terms of physical output (KL/Vehicle Manufactured)	35.47	5.977
Water intensity (optional) - in terms of physical output (for insulators) KL/Insulators produced	0.046	0.0104

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 - No, there has not been any independent assessment/ evaluation/assurance carried out by an external agency.

*For PPP, conversion factors of 20.340 and 20.660 have been used for FY26 and FY25 respectively, based on the PPP conversion factor published by the International Monetary Fund (IMF).

*Water intensity in terms of physical output for e-vehicles has been calculated by dividing the total water consumed for producing e-vehicles by the total number of e-vehicles produced

*Water intensity in terms of physical output for insulators has been calculated by dividing the total water consumed for producing insulators by the total number of insulators produced.

*Certain data disclosed for FY 2024–25 has been restated to align with the reporting methodology adopted for FY 2025–26 and to ensure consistency, accuracy and comparability across reporting periods.

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 kilolitres)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	**-**	**-**

During the reporting period, the Company did not have a mechanism in place to accurately measure and record water discharge. Flow meters have been installed during the current year to enable systematic monitoring and reporting of water discharge going forward.

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 - No, there has not been any independent assessment/ evaluation/assurance carried out by an external agency.

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

NA

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

Parameter	Please specify unit	FY 2025-26	FY 2024-25
NOx	µg/m^{33}	Within the applicable criteria and limits as prescribed by the CPCB	23.1
SOx	µg/m^{33}		27.7
Suspended Particulate matter (PM)	µg/m^{33}		58.7
Persistent organic pollutants (POP)	-		Nil
Volatile organic compounds (VOC)	-		NIL
Hazardous air pollutants (HAP)	-		NIL
Others - please specify	-		NIL

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: No, there has not been any independent assessment/evaluation/assurance carried out by an external agency.

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

Parameter	Please specify unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	185.36	17.98
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	5805.7	3,595.00
Total Scope 1 and 2 Emissions		5991.06	3612.98
Total Scope 1 and Scope 2 emission intensity per rupee of turnover	tCO_2e/INR Lakhs	0.000000263	0.000000205
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted Purchasing Power Parity (PPP)	tCO_2e/Million USD	0.00000536	0.00000423
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO_2e /E-Vehicles produced	1.434	7.003
Total Scope 1 and Scope 2 emission intensity (optional)- the relevant metric may be selected by the entity (For Insulators)	tCO_2e / Insulators produced	0.003	0.004

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.

No, there has not been any independent assessment/ evaluation/assurance carried out by an external agency.

Scope 1 emissions: Emission factors from the latest DEFRA Greenhouse Gas (GHG) Conversion factor have been used.

*Scope 2 emissions: For purchased grid electricity, emissions are calculated using the latest emission factors published by the Central Electricity Authority (CEA), Government of India.

*For PPP, conversion factors of 20.340 and 20.660 have been used for FY26 and FY25, respectively, based on the PPP conversion factor published by the International Monetary Fund (IMF).

*Emissions intensity in terms of physical output for e-vehicles has been calculated by dividing the total scope 1 and 2 emissions that result from producing e-vehicles by the total number of e-vehicles produced.

*Emissions intensity in terms of physical output for insulators has been calculated by dividing the total scope 1 and 2 emissions that result from producing insulators by the total number of insulators produced.

8. Does the entity have any project related to reducing Greenhouse Gas emissions? If Yes, then provide details.

1. **Installation of a 1 MW Solar Power System:**

   Olectra is installing a 1 MW solar power system to increase the use of renewable energy across its operations. The initiative will help reduce dependence on conventional grid electricity and lower associated greenhouse gas emissions.

2. **Replacement of HSD with PNG in the Paint Oven:**

   The Company plans to replace high-speed diesel (HSD) with piped natural gas (PNG) for operating the paint oven. As a cleaner fuel, PNG is expected to reduce air emissions and improve the environmental performance of the painting process.

3. **Introduction of Smart Bikes for Internal Movement:**

   Olectra is introducing smart bikes to facilitate employee movement within its premises. This initiative will reduce the use of conventional vehicles for short-distance travel and support cleaner and more efficient internal mobility.

4. **Deployment of Electric Buses for Employee Transportation:**

   The Company plans to deploy electric buses for employee transportation. This measure will help reduce fuel consumption and vehicular emissions while promoting sustainable mobility for employees.

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 metric tonnes)		
Plastic waste (A)	10	2.7
E-waste (B)	0	0
Bio-medical waste (C)	0	0
Construction and Demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste (G)	1.715	5.5
Other Non- hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	1,017.00	748.57
Total (A+B + C + D + E + F + G + H)	1029	756.77
Waste intensity per rupee of turnover **(Total waste generated / Revenue from operations)**	0.0000000452	0.000000043
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity **(PPP) (Metric tonnes/ USD Million)**	0.00000092	0.000000886
Waste intensity in terms of physical output **(Metric tonnes/ vehicle manufactured)**	0.490	0.71
Waste intensity (optional) – the relevant metric may be selected by the entity (For Insulators) (MT/Insulators produced)	0.000318	0.00018
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste	**FY 2025-26**	**FY 2024-25**
(i) Recycled	623.69	599.72
(ii) Reused	0	44.8
(iii) Other recovery operations	0	0
Total	**623.69**	**644.52**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste	**FY 2025-26**	**FY 2024-25**
(i) Incineration	1.715	5.5
(ii) Landfilling	0	0
(iii) Other disposal operations	403.60	105.8
Total	**405.315**	**111.3**

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. No, there has not been any independent assessment/ evaluation/assurance carried out by an external agency.

*For PPP, conversion factors of 20.340 and 20.660 have been used for FY26 and FY25 respectively, based on the PPP conversion factor published by the International Monetary Fund (IMF).

*Waste intensity in terms of physical output for e-vehicles has been calculated by dividing the total waste generated from producing e-vehicles by the total number of e-vehicles produced.

*Waste intensity in terms of physical output for insulators has been calculated by dividing the total waste generated from producing insulators by the total number of insulators produced.

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.

Olectra adopts a comprehensive waste management strategy based on the 5R principles—Reduce, Reuse, Recycle, Redesign, and Regulate—to minimize environmental impact and promote sustainable operations.

Reduce: The Company optimizes material usage to avoid unnecessary consumption.

Reuse: Items are repurposed internally to extend their lifecycle

Recycle: Select components are returned to suppliers for recycling and reuse.

Redesign: Products are redesigned to reduce waste and environmental impact.

Regulate: Olectra ensures strict compliance with environmental regulations and promotes eco-friendly practices.

Examples of measures implemented during the year include:

- Olectra controls open-painting activities through dedicated paint booths.
- The Company uses containment bins and metal pallets to prevent coolant spillage.
- Olectra segregates waste generated on the shop floor into hazardous and non-hazardous categories and transfers it to designated collection areas.
- Hazardous waste, including sealant foils, mixed paint, expired sealants, paint filters and broken glass, is handed over to authorised waste-management vendors approved by the Telangana State Pollution Control Board (TSPCB) for safe disposal.
- Non-hazardous waste is transferred directly to authorised vendors for appropriate handling and processing.

Olectra continues to reduce the use of hazardous and toxic chemicals across its products and manufacturing processes by implementing appropriate containment and control measures, adopting safer alternatives wherever feasible, and complying with applicable environmental and occupational safety standards.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
No facility/plant is there in such a zone.			

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			

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: YES**

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.
NIL			

PRINCIPLE 7

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

Olectra adopts a responsible and transparent approach to government relations and public policy engagement, ensuring that all interactions are aligned with applicable laws, regulations, and ethical business practices. These activities are coordinated through relevant internal functions, with strategic policy matters overseen by senior management and authorized representatives. The Company participates in policy discussions and industry consultations, where appropriate, to contribute insights on matters relevant to its business operations, industry development, and stakeholder interests.

Essential Indicators

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

   Six

   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.**

Sr. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/ National)
1	Confederation of Indian Industry	National
2	Federation of Indian Export Organization	National
3	Federation of Telangana Chambers of Commerce and Industry	State
4	Engineering Export Promotion Council	National
5	Andhra Chamber of Commerce	State
6	Indian Chamber of Commerce	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.**

Sr. No.	Name of the authority	Brief of the case	Corrective action taken, if any
Competition Commission of India	NIL		

PRINCIPLE 8

Businesses should promote inclusive growth and equitable development.
The Company recognizes that sustainable growth and long-term value creation are driven by collaborative efforts across its broader stakeholder ecosystem. Acknowledging the interdependence of social, environmental, and economic factors, the Company actively engages with a diverse range of stakeholders, including shareholders, customers, business partners, employees, government authorities, local communities, and the environment, to foster inclusive development and sustainable business practices.

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
NIL					

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR
NA						

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

Olectra's Whistle Blower Policy provides a formal channel for the community to raise concerns or lodge complaints for redressal.

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	29%	70%
Directly from within India	85%	61%

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	60.37%	30.6%
Semi Urban	35.89%	5.5%
Urban	1.87%	17.2%
Metropolitan	1.88%	46.5%

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

PRINCIPLE 9

Businesses should engage with and provide value to their consumers in a responsible manner.
Olectra is committed to maintaining high standards of product quality and ensuring that its products consistently meet applicable specifications and customer expectations. The Company adopts a responsive approach to customer engagement by addressing inquiries and complaints in a timely, fair, and transparent manner while ensuring compliance with all relevant regulatory requirements. During FY 2025-26, customer feedback was actively monitored, and all reported concerns were addressed through established grievance redressal mechanisms. As of the reporting date, there were no unresolved customer complaints or consumer-related legal cases. The Company also continues to uphold ethical and responsible business practices across its operations, reinforcing trust and accountability among its stakeholders.

Essential Indicators

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

Olectra has established a structured mechanism to receive, assess and resolve consumer complaints and feedback. Customers may submit complaints through telephone, the Company's website, email or post. Each complaint is acknowledged through email or letter and assigned a unique complaint number for tracking. A service engineer conducts a field-level assessment and submits the findings to the Head Office. The Service Head Office then analyses the issue, coordinates with the field team and communicates the resolution to the customer. Where required, supporting documents, photographs or samples are collected for further examination and corrective action.

Consumer legal complaints may be submitted through the website, email or post. Such complaints are acknowledged and referred to the Legal Department on the same day. The Legal Department examines the matter and responds to the customer with the relevant facts. Cases that remain unresolved are addressed through the applicable arbitration or legal process. Throughout the process, the Company keeps the customer informed and works towards timely and effective resolution.

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

Particulars	As a percentage of total turnover*
Environmental and social parameters relevant to the product	85.69%
Safe and responsible usage	100%
Recycling and/or safe disposal	0%

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

	FY 2025-26			FY 2024-25		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	NIL	0	0	NIL
Advertising	0	0	NIL	0	0	NIL
Cyber-security	0	0	NIL	0	0	NIL
Delivery of essential services	0	0	NIL	0	0	NIL
Restrictive Trade Practices	0	0	NIL	0	0	NIL
Unfair Trade Practices	0	0	NIL	0	0	NIL
Other	0	0	NIL	0	0	NIL

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

	Number	Reasons for recall
Voluntary recalls	0	NIL
Forced recalls	0	NIL

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, the Risk Management Committee is responsible for formulating and overseeing the implementation of the Company's Risk Management Policy. The policy incorporates a comprehensive framework for identifying, assessing, monitoring, and mitigating both internal and external risks that may impact the business. The framework specifically includes the management of cyber security risks and data privacy concerns, ensuring a proactive approach towards safeguarding information assets and maintaining business resilience.

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

NIL

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches - NIL

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

c. Impact, if any, of the data breaches - NIL