PPAP
AUTOMOTIVE PARTS

AJAY
AJAY K JAIN GROUP
Excellence. Agility. Integrity.



DRIVING SUSTAINABLE GROWTH THROUGH REGENERATIVE APPROACH

PPAP Automotive Limited

Sustainability Report 2026

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Approach to Reporting

PPAP Automotive Limited publishes its sustainability report annually,disclosing its economic, environmental and social performance and initiatives. This is the Seventh Sustainability Report of PPAP Automotive Limited and it highlights our approach toward sustainability, long-term strategy, objectives and performance. Our last Sustainability report, FY 24-25 (published in December 2025) is available on the PPAP official website.



Scope and Boundary

This Sustainability Report provides information for the financial year from April 1, 2025 to March 31, 2026. The content presented is material to our stakeholders and offers an overview of our business operations and associated activities that contribute to value creation in the short, medium, and long term. The reporting boundary follows the operational control approach, covering operations where PPAP Automotive Limited has the authority to implement operational and environmental policies. In addition to PPAP Automotive Limited, the report includes data from our subsidiaries — AVINYA Batteries (formerly known as PPAP Technology Limited - P-Tech) and ELPIS Automotives Private Limited (formerly ELPIS Components Distributors Private Limited). Along with data from our manufacturing facilities, the report also includes employee-related information from our corporate office to ensure a comprehensive representation of our sustainability performance.

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards 2021 and is compliant with the requirements of the Business Responsibility and Sustainability Report (BRSR) framework as mandated by the Securities and Exchange Board of India (SEBI).

Additionally, the report aligns with the Ten Principles of the United Nations Global Compact (UNGC), the Sustainable Development Goals (SDGs), and the National Voluntary Guidelines on Social, Environmental, and Economic Responsibilities of Business (NVG-SEE) issued by the Ministry of Corporate Affairs, Government of India.

The environmental performance data, including greenhouse gas emissions, has been calculated using internationally recognized methodologies and emission factors derived from the Greenhouse Gas (GHG) Protocol, Central Electricity Authority (CEA, India), UK Department for Environment, Food & Rural Affairs (UK DEFRA), and the Intergovernmental Panel on Climate Change (IPCC) guidelines.

Reporting Framework

Global Reporting Initiative (GRI) Universal Standards 2021

United Nations (UN) Sustainable Development Goals (SDGs)

External Assurance

As per the company policy and requirement from the Board of Directors and top management, the content and data disclosed in this report have been verified and externally assured by DQS India, an independent third-party assurance provider for the applied reporting period. Sustainability assurance engagement was conducted against the Global Reporting Initiative Standards and AA1000AS Standard (Type 2, Moderate Level).

Contact Information

The report is published on our website for public access. We welcome your feedback and suggestions in improving our ESG reporting. Feel free to reach out to us at sustainability@ppapco.com

Message from the Chairman & Managing Director



Dear Stakeholders,

It gives me immense pride to present PPAP's Seventh Sustainability Report for 2025–26. This report reflects our continued progress in integrating sustainability into our business strategy and operating practices while strengthening our focus on creating enduring value for all our stakeholders.

Mr. Ajay Kumar Jain,
Chairman and Managing Director

The business landscape is undergoing profound transformation- from climate change, resource constraints to rapid technological advancement and rising stakeholder awareness. We view these not as obstacles but as opportunities to innovate, adapt and emerge stronger. These demands energized collective effort: developing our people, reforming our workplace for greater efficiency and fundamentally rethinking how we work. We maintain unwavering focus on our mid term targets delighting customers, upholding excellence, working with agility, safeguarding integrity and fostering collaboration.

At PPAP, we recognize that sustainability must extend beyond managing environmental and social risks. It requires us to look beyond sustainability towards regeneration- from reducing our impact to considering how our operations, products, people and partnerships can contribute to the restoration of resources, strengthening of communities and long term resilience of the ecosystems in which we operate.

We continue to advance our transition towards renewable energy, resource efficiency, strengthening waste management, embedding circularity and reducing our carbon footprint across operations and the value chain. Our ambition to achieve carbon neutrality by 2040 and Net Zero by 2045 provides clear strategic direction, backed by defined milestones. We strengthen sustainability governance through EcoVadis and CDP ratings, benchmarking our performance against global standards, while working towards initiating the SBTi process to validate our emission targets and communicating SDG progress via the UNGC platform. We also plan to adopt the CII GreenCo rating system, driving continuous environmental improvement and aspiring to be recognised with the ITC Sustainability Award.

On the energy front, we have set a target to achieve RE100 status across all group companies by 2028, reinforcing our transition to renewable energy. Additionally, we remain committed to ensuring compliance with Extended Producer Responsibility (EPR) obligations across all group companies, reflecting our accountability towards a circular and sustainable future.

Our commitment to sustainable growth is equally grounded in the development of our people and communities. We believe that an organization can create lasting value only when its people are empowered to grow alongside the business. Accordingly, we continue to invest in learning and capability development, health, safety and well-being and an inclusive work environment that encourages collaboration, innovation and responsible decision-making. Through our community initiatives, we remain focused on creating meaningful and sustained impact in areas such as education, skill development and initiatives that enhance climate resilience in local communities.

Strong governance continues to underpin our sustainable growth. During the year, we reinforced our governance framework by integrating sustainability metrics into management systems, strengthening risk oversight, and enhancing disclosures to maintain transparency and build stakeholder confidence. We are steadfast in conducting business with integrity, accountability, and a long-term perspective that balances economic performance with environmental and social responsibility.

The journey ahead presents both challenges and opportunities. At PPAP, we believe that true prosperity is achieved only when it is aligned with the environment and society.

The trust of our Board, our stakeholders, our employees, our customers, and our partners strengthens PPAP's commitment to responsible growth that is progressive and is also transformative. Together, we are moving ahead with focus on the purpose, guided by our sustainable business practices that support a better future.

Mr. Ajay Kumar Jain,
Chairman and Managing Director

About PPAP

Vision

To become the global partner of choice for customers seeking growth through innovation and technological excellence.

Mission

To design, engineer, and manufacture innovative, world-class products through technology and operational excellence, creating sustainable value for all stakeholders and future generations.

Values

1. Customer First
2. Commitment to Excellence
3. Agility and Responsiveness
4. Integrity and Ethical Conduct
5. Togetherness and Collaboration



Management Principles

01 Take the initiative for continuous improvement through change and challenge.

02 Foster a corporate culture that enhances individual creativity and values cooperation and teamwork.

03 Passionately satisfy the customer through the attractive quality of products and services.

04 Dedicate yourself to achieve the highest standards in all activities.

05 Preserve the environment and maintain harmony with society.

06 Ideas, suggestions, and kaizens must always be an essential part of daily activity.



Corporate Profile

Introduction to Ajay Group

The AJAY Group has been established as the unified identity for all group companies and businesses. It reflects a shared vision, strengthens the Group's collective brand, and reinforces its values of strength and resilience, courage and determination, leadership and confidence, moral and inner victory, and perseverance. This unified identity will enable us to present a consistent brand to the market, enhance collaboration across our businesses, and support our long-term growth strategy.

PPAP at a Glance

PPAP Automotive Limited (PPAP), was established in 1978 to manufacture custom-made extrusion products. PPAP entered the automotive component business in 1985 with the start of operations of Maruti Suzuki in India. Since then, the company has expanded its customer base and added new products to its portfolio. Today, the company, along with its subsidiaries, provides value-added products to various customers in the automotive and ancillary industries.

The company's focus is to become a globally recognized excellence company that can inspire people to outperform their potential by exceeding the expectations set forth by customers, society, and stakeholders. With over four decades of responsible business practices, our businesses have grown into a wide range including automotive sealing systems, interior and exterior automotive parts, rubber automotive sealing systems, Meraki Precision tools, industrial product business, etc.

The company has 4 subsidiaries, Avinya Batteries Limited, ELPIS Automotives Private Limited, Avinya Industrial Products Limited and Meraki Precision Tools Engineering Limited.

PPAP AUTOMOTIVE PARTS

PPAP Automotive Limited

- Core competence in developing Auto motive Body Sealing systems & Interior & Exterior Injection molded parts.
- Enhancing per car contribution by adding more products and customers in all segments (PV/2W/CV/Tier.
- All products are engine agnostic products.
- Global level development of value added products through in-house design and technology deveopment capacities.
- Focusing on developing dedicated parts for Electric vehicles.

AVINYA LITHIUM-ION BATTERY

Avinya Batteries Limited

- Development of Li-ion Battery pack solutions.
- 100% owned subsidiary of PPAP.
- Focus on storage applications (Solar, telecom, ESS, Inverter & UPS
- BatteriesIn-house design and development capabilities and best in class manufacturing facility.



Meraki Precision Tools Engineering Limited

- Development of Plastic injection tools up to 1.5m*1.0m.
- In 2020, this facility has been commercialized as a profit center.
- Focus on development of injection mold for Automotive, White Goods, Medical and Electrical and other related industrial applications.
- Global level facility with Excellence in Tool Design and Manufacturing capabilities.

Elpis Automotives Private Limited

- Development and sales of spare parts and accessories for after market.
- 100% owned subsidiary of PPAP.
- PAN India distribution network for offline sales.
- E-commerce network for online sales through own website and e-commerce portals.
- Focus on domestic and international market.

Avinya Industrial Products Limited

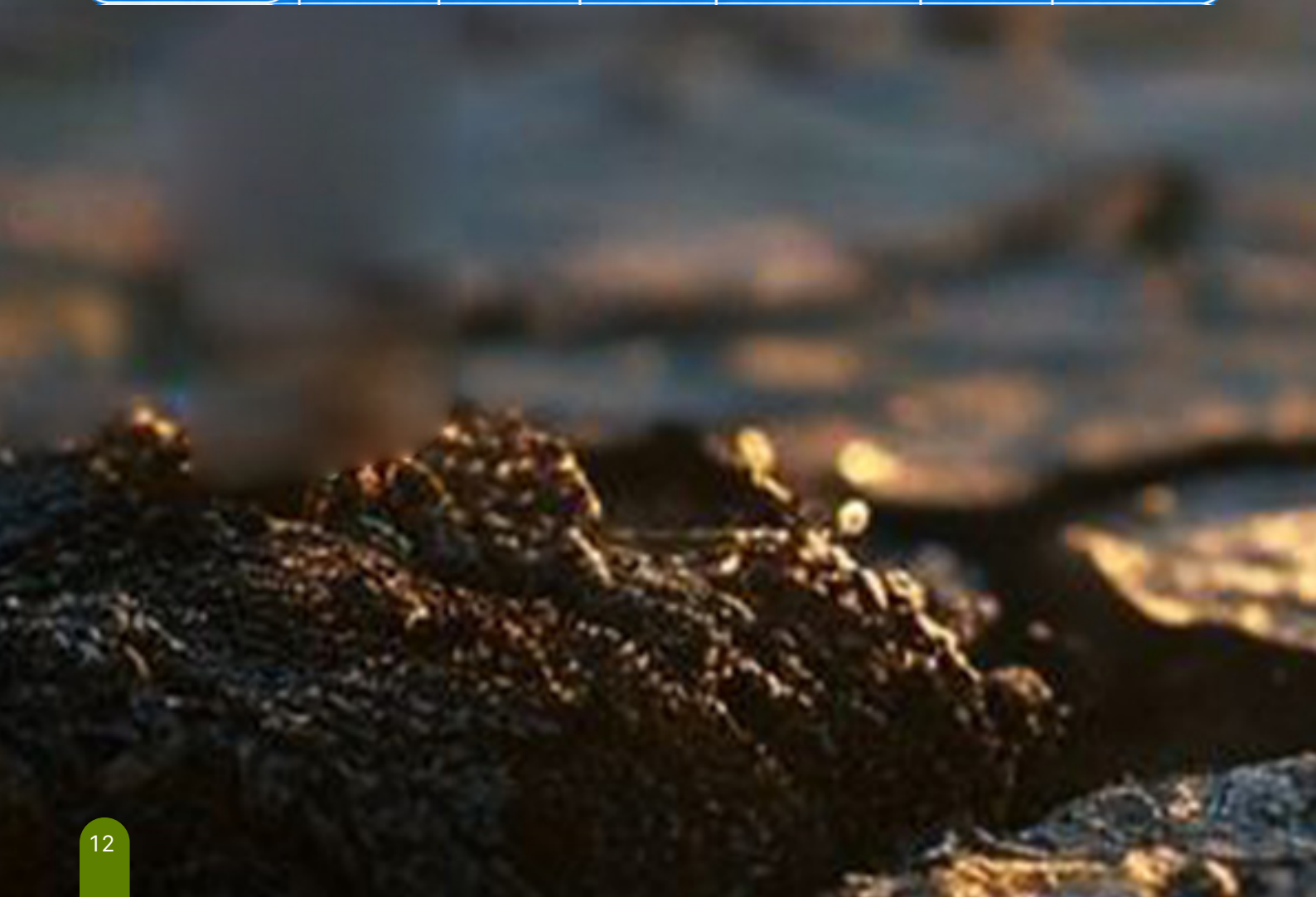
- Extension of core competence of Plastic and Rubber processing to neighboring industries other than Automotive.
- Development of Application Engineering products.
- Focus on domestic & international markets, targeting various industries-packaging, white goods, household, and construction.

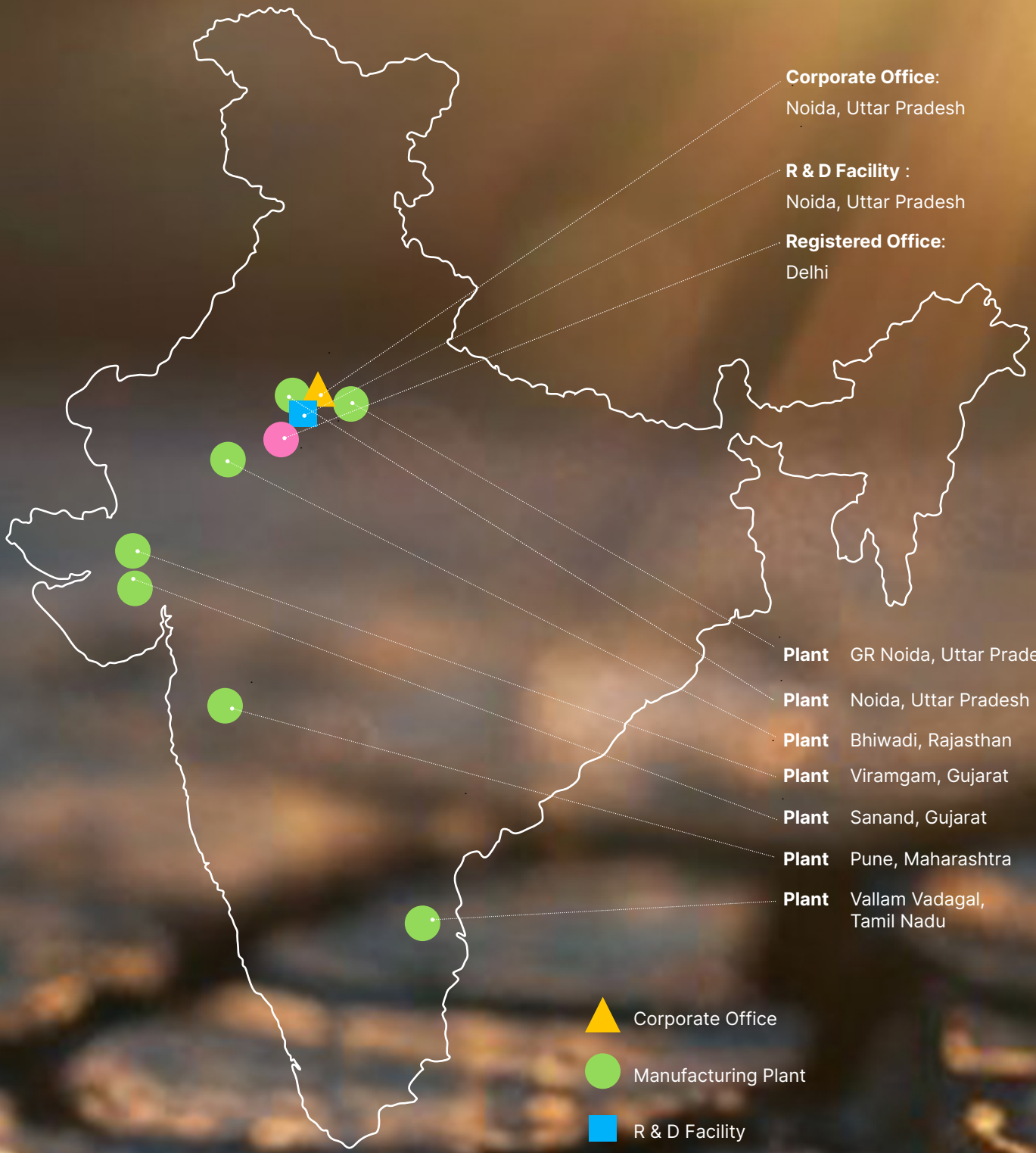


GEOGRAPHICAL BASE

PPAP Automotive Limited has state-of-the-art manufacturing facilities spanning across Pan India. Our corporate office is located in Noida.

Place	Registered Office	Corporate Office	R & D Facility	PPAP Manufacturing Facility	Avinya Battery	Eipis Automotive Parts
Delhi	●					
Noida		▲	■	●	●	
GR Noida				●		●
Pathredi				●		
Vallam Vadagal				●		
Virangam				●		
Sanand				●		
Pune				●		





Note-Map not to scale. All data, information and maps are provided "as is" without warranty or any representation of accuracy, timeliness or completeness.

Our Clientele

PPAP has emerged as amongst the largest manufacturers of automotive sealing systems, interior and exterior injection moulded products in India. The Company is dedicated to conducting customer focused research and development to deliver safer, smarter, and high-quality products. PPAP has strengthened its relationship with original equipment manufacturer ('OEM') customers. The Company serves almost all major OEMs in the passenger vehicle segment in India and has also expanded in to commercial and two and three-wheeler segment.

Passenger Vehicle



Two Wheeler



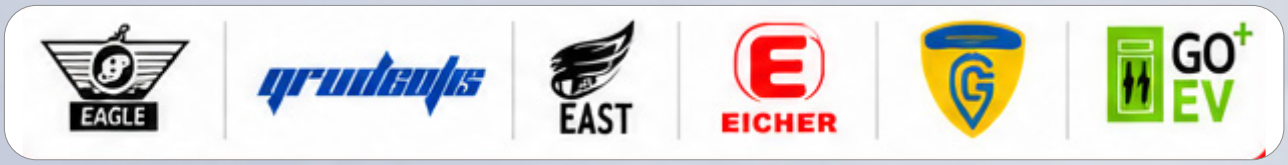
Tractor Division



Commercial Vehicle



Battery Packs & Storage System



Tooling



Industrial Products



Product Portfolio

Automotive Parts- 4W/3W/2W



PPAP offers a diverse range of products that are applicable to both EV and non-EV vehicles



Battery Pack for Electric Vehicles



Li-ion Battery



Energy Storage System(ESS)



E2W, E3W Battery Pack



E3W Battery Pack



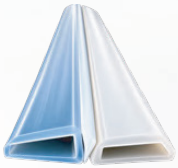
Solar Battery Pack





Golf Cart Battery Pack

Industrial Products

















Aftermarket

Injection Moulding



Body Side Moulding



Bumper



Bumper Bracket



Drink Holder



Fog Lamp Cover



Battery Box



Grill



Mud Flap



Fender Lining



Engine Cover



Power Supply

Car Accessories



Trash Box



Wiper



Smart Plate Holder



Ash Bottle



Drink Holder

Awards and Accolades








Appreciation
performance
egory of
LITY
ed to
TIVE LIMITED
r Convention
h, 2025
Tokshiro Watanabe
President & CTO
Honda Cars India Ltd.
CII
Confederation of Indian Industry
CII DIGITAL TRANSFORMATION
DX
2025
AWARDS
Award for the Best Practice
in Digital Transformation
Most Innovative Category
Awarded to
PPAP Automotive Ltd
Operational Excellence
20
YEARS
OF TOGETHERNESS
ANNUAL SUPPLIER
CONFERENCE
— 2026 —
PPAP AUTOMOTIVE LIMITED
WINNER
BEST QUALITY
SUZUKI MOTORCYCLE INDIA PVT. LTD.

Sustainability Strategy and Aspirations

PPAP's sustainable business strategy is built around three core pillars: People, Planet, and Prosperity, supported by strong Corporate Governance. We are committed to realizing our sustainability vision by embedding this commitment across all levels of the company and throughout our supply chain. Our well established sustainability framework is implemented across all group companies, ensuring that key strategic priorities and material sustainability issues are managed consistently and effectively to drive both short-term impact and long-term value creation.



ESG Aspirations

ESG has become a pivotal focus for PPAP, forming a core aspect of strategic priorities. In alignment with the company's sustainability vision, the net zero target year has advanced from 2050 to 2045. ESG priorities are clearly defined and supported by a comprehensive year-on-year reduction planacross key focus areas. The roadmap and strategy have been developed collaboratively with the Board of Directors and Senior Management, ensuring a unified and robust approach. Looking ahead, AI-led digitalization will be implemented to strengthen data quality, improve transparency, and enable consistent, data-driven sustainability decision-making. Suppliers will be progressively segmented and integrated throughstandardized digital reporting and activity-based data collection for relevant Scope 3 categories, with MSMEs supported through financial assistance and capacity-building measures. Capacity-building initiatives simplified digital tools, and efforts to advance diversity and inclusion across the supply chain will enhance supplier capabilities, improve emissions visibility, and support a resilient, inclusive, and future-ready value chain.



Net Zero

Achieve net zero by 2045.



Carbon Neutrality

Achieve carbon-neutral operations by 2040.



Energy Management

RE100 by 2028 across operations.



Water Neutrality

Attain water neutrality by 2040.



Resource Efficiency

Zero Waste to Landfill across business sites by 2040.



Health and Safety

Instill a zero-harm work environment.



Diversity

Improve gender diversity across business operations.



Training & Development

Workforce for tomorrow by upskilling employees.



Compliances

Uphold highest ethical and regulatory compliances.

Materiality Assessment

At PPAP, we recognize that our sustainability priorities are shaped not only by our business operations but also by the expectations, concerns and perspectives of the people and communities connected to our business. We therefore view materiality as an ongoing process that helps us understand what matters most to our stakeholders and where our actions can have the greatest impact. Our latest materiality assessment was conducted in FY 2024, considering both the significance of sustainability topics to our business and their influence on our stakeholders. The assessment helps us identify and prioritize the issues that are most relevant to our operations and our wider stakeholder community.

As part of this commitment, the materiality assessment questionnaire will be made available on the PPAP Automotive website under the ESG profile. By sharing this information, we aim to provide our stakeholders with greater visibility into the topics we consider important and encourage continued engagement on our sustainability journey.

Assessment Process

We follow a three-step process for materiality assessment in alignment with the GRI Standards:

Identifying the issue

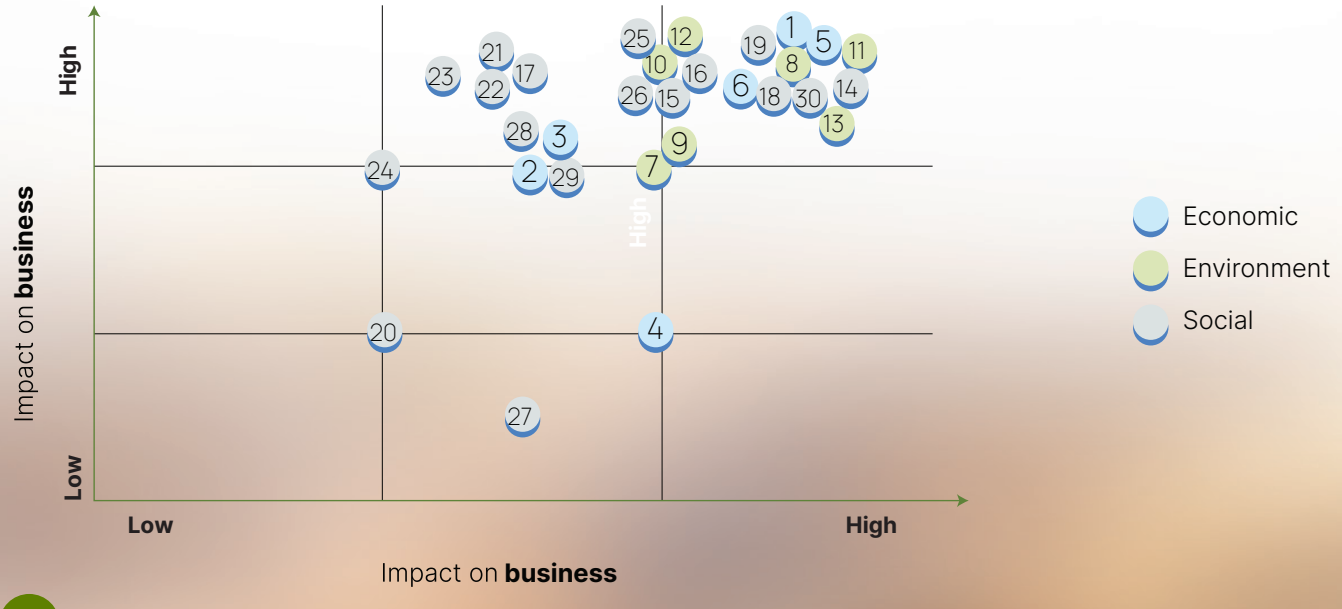
- Compiled an extensive list of sustainability topics linked to our industry that could be material to our business.
- Issues were identified; in alignment with the GRI Standards.

Survey Stakeholders

- Reached out to relevant stake holders (management, various functions and department heads and key stakeholders like investors, suppliers and our customers) about the most important sustainability issues and determine key risks and opportunities.

Analyze & Validate the results

- Evaluated the material issues by seeking inputs from internal and external stakeholders.
- Reviewed the results, and the resultant topics were defined on a broad range of high, mediumand low importance



Material Topics common for all PPAP business units

High Importance Material Issue

1. Economic Performance
5. Anti-Corruption
6. Anti-competitive Behavior
7. Material
8. Energy
9. Water and Effluents
10. Biodiversity
11. Emissions
12. Effluents and Waste
13. Supplier Environment & Social Assessment
14. Employment
15. Labor/Management Relations
16. Occupational Health & Safety
18. Diversity and Equal Opportunity
19. Non-discrimination
26. Local Communities
30. Customer Privacy

Medium Importance

2. Market Presence
3. Indirect Economic Impacts
4. Procurement Practices
17. Training and Education
21. Child Labor
22. Forced or Compulsory Labor
24. Rights of Indigenous Peoples
25. Human Rights Assessment
28. Customer Health and Safety
29. Marketing and Labeling



Low Importance

20. Freedom of Association and Collective Bargaining
23. Security Practices
27. Public Policy





Stakeholder Engagement

At **PPAP**, we believe that meaningful stakeholder relationships are essential for building a resilient and responsible business. Therefore, we foster an open, inclusive, and collaborative approach to engagement ensuring that the perspectives of our stakeholders are considered in our decision-making and long-term growth.



Our engagement practices are designed to understand the evolving needs, expectations, concerns of our stakeholders and translate these insights into meaningful actions. Through regular and transparent dialogue, we strengthen trust, identify emerging risks and opportunities and enhance our understanding of the issues that matter most to our stakeholders.

As we continue to advance our sustainability journey, we are further embedding sustainability considerations into our stakeholder interactions across the organization. This enables us to respond proactively to changing expectations, strengthen collaboration and create shared value while supporting PPAP's long-term business resilience and sustainable growth.

Engagement Approach

	 Investors	 Suppliers	 Employees	 Community	 Customers
Key stakeholder Expectations	• Growth of the Company • Reward to shareholders Return on capital employed (ROCE) • Governance and risk management	• Payment terms • Growth of suppliers • Fair and transparent dealing • Logistics	• Growth opportunities • Safe working environment, Hygiene and sanitation • Talent attraction and retention • Training and development	• Livelihood support & Local employment • Healthcare facilities • Education • Air and water pollution	• Product quality and delivery • Health and safety aspects • Innovation
Frequency and Engagement Platform	• Annual General Meeting • Quarterly Presentation • Investor conferences, Press releases, and newsletters. • Updates on the website of the Company	• Supplier/ Vendors meet via Networking & Exhibition • Supplier's feedback and periodic site visits	• Town hall/ Suggestions/ DWM meetings • Award and Annual functions	• Community meetings and visits Interaction with local bodies	• Customer satisfaction surveys • Direct customer relationship
Functions	• Investor Relations	• Procurement	• Human Resources	• CSR Team and Vinay and Ajay Jain Foundation	• Business Development

ESG Highlights



Social

9%
Women in the total workforce

₹0.45 Cr
Total CSR Expenditure

100%
Employees received Health and Safety Training

56
students Supported through the Vinay & Ajay Jain Foundation (education assistance and community outreach

125
Avg. training hours per employee per year

0
Accidents resulting in employee fatalities

2
Total Numbers of awareness programs conducted for value chain partners

225
Total Number of Training and awareness programs held for employees

Environmental

3,168 GJ
Total from consumption of solar energy (5.21% of total energy from renewable sources)

84.96 tCO_2e
emissions avoided through energy efficiency projects

1500 KL
Water saved through water saving initiatives

1,604.97 tons
Total Waste recycled and reused

48,687 KL
Total water withdrawal (groundwater + third-party)

445.98 ton
Recycled input materials used

0.29%
Reduction in water withdrawal compared to previous FY

Life Cycle Assessment
conducted for drain hose part in line with ISO 14040 and ISO 14044

664 tCO_2e Scope1 &
11,981 tCO_2e
Scope 2 emissions at PPAP

Governance

100%
Employees trained on ethics and compliance

ISO27001 & TISAX
Certifications maintained across all operations

ISO 14001: 2015
ISO 45001:2018
Certifications maintained across all operations

50%
Independent Directors on board

33%
Women on the Board of Directors

IATF 16949
Certification maintained across all operations

4
Board & Management reviews held on ESG and sustainability performance

0
Case of data breaches reported

ISO 50001:2018
Certification maintained for three operational sites

ESG Ratings

COMMITTED ecovadis Sustainability Rating JAN 2026

CDP

SUPPLIER ASSURANCE

Overall score → 59/100
Percentile 53rd

C in climate change and
C in water security

B 87

Sustainability Strategy and Forward Roadmap

Sustainability at PPAP is no longer a parallel initiative; it is becoming the way we plan, operate and grow. Our forward roadmap is anchored in a clear ambition: to become a RE 100 company by FY 2028. We are working towards it by reducing our dependence on conventional grid power through on-site solar installations and a progressive transition to green power purchase. This journey is already under way. For Sanand and Pune Plants, we have procured International Renewable Energy Certificates (I-RECs), keeping us firmly in line with our RE100 commitment. The on-site solar installations and green power purchase will be extended to our remaining locations in phases, so that renewable energy becomes the foundation of our manufacturing footprint.



True sustainability, however, extends beyond our own gates. Recognising that a significant share of our environmental impact lies in our value chain, we will begin structured work on Scope 3 emissions with our MSME suppliers at the centre of the effort. At our Pathredi plant, we will develop a supplier cluster. Here, our PPAP team will train and invest in suppliers for best practices particularly in waste reduction and manufacturing efficiency. As these improvements take hold, suppliers' manufacturing costs on PPAP-supplied parts will come down. The in benefit of these savings will be returned to the suppliers themselves, strengthening their competitiveness and financial resilience. Through this approach, we intend to lower emissions in our supply chain while helping small enterprises grow, and we will position the programme within PPAP's CSR initiatives.

During FY2025-26, PPAP Automotive Limited took a decisive step towards making sustainability an integral part of how the Company is governed and run. With the creation of a dedicated Business Excellence function the Company brought its sustainability, quality, EHS, digitalization and regenerative engineering supported by LCA and EPR agendas under a single, structured framework aligned with the Ajay Group Business Excellence Model.

Building on this foundation, the Company has adopted a multi-year Business Excellence Roadmap across all nine of its manufacturing plants. Noida plant has been designated as the model cell where best practices are first developed and proven before being deployed across the Company.

The good performance of company must be matched by credible measurement and disclosure. We are responding to the EcoVadis, Supplier Assessment Questionnaire (SAQ) and CDP on Climate Change, Water Security and Plastics. We are also planning for the UN Global Compact disclosures, CII GreenCo ratings commitment and validating our targets by SBTI. We are planning an ESG digitalization platform that will bring our sustainability data onto a single system to make the reporting more reliable and less dependent on manual effort. It will streamline collection, enable trend analysis across all business and plant locations. This solution gives management timely insight for decision-making. In parallel, we are embedding Life Cycle Assessment (LCA) and Extended Producer Responsibility (EPR) into our systems and processes so that environmental considerations are built into our products from design to end of life.

Together, these initiatives form a coherent path towards excellence. Our aspiration to achieve the CII-ITC Sustainability Award by FY 2028 reflects the standard we set for ourselves: renewable energy at scale, a supply chain that grows with us, transparent and digitally enabled ESG data and a circular approach to our products. Each step strengthens the others and together they move PPAP closer to its vision of being a responsible, future-ready and sustainability embedding organisation.

Environmental Impacts

At PPAP, environmental care is not an obligation but a value deeply embedded in everything we do. We believe that industrial growth must go hand in hand with ecological responsibility. Our environmental approach focuses on reducing emissions, conserving water, minimizing waste, restoring biodiversity, and creating a sustainable supply chain. Each initiative is designed to protect natural resources, support India's climate goals, and contribute to the United Nations Sustainable Development Goals (SDGs).



Carbon Neutral Future

- PPAP is committed to becoming a carbon neutral company by 2040.
- We are steadily increasing the share of renewable energy & adopting advanced technologies to reduce greenhouse gas emissions.
- 5.21% of total energy from renewable sources
- 84.96 tons of CO_2 emissions reduced.
- Target to reduce Scope 1 and 2 emissions by 50% by 2030. RE100 commitment by 2028

Water Stewardship

- Water is managed responsibly through treatment, reuse, and conservation. All effluent is treated and reused for gardening and landscaping within our plants.
- 100% of domestic effluent treated and reused
- Implementation of rainwater harvesting and greywater recycling
- Target to become water neutral by 2040

Zero Waste to Landfill

- PPAP promotes a circular economy by minimizing waste generation and maximizing material recovery. The company aims for Zero Waste to Landfill certification by 2040.
- 1604.53 tons of material recycled. Hazardous waste managed through authorized recyclers.
- Continuous implementation of waste segregation & reduction programs

Sustainable Supply Chain

- Sustainability is integrated into our supply chain through local sourcing and collaboration with MSMEs to promote responsible & inclusive growth.
- 93% of raw materials procured from local suppliers
- Support to regional industries & MSMEs
- Reduced transportation related emissions

Afforestation & Biodiversity

- PPAP actively contributes to restoring green cover and preserving biodiversity through long-term plantation drives and habitat restoration projects.
- 64,000 native plants have survived.
- 60–70 acres of land rejuvenated at Tughlakabad Biodiversity Park Strengthening ecosystem health and carbon absorption capacity

Advancing Our Sustainability Journey

At PPAP, environmental stewardship goes beyond compliance—it is a core part of who we are. We actively manage energy, emissions, water, and waste across all operations to reduce our environmental footprint while enhancing efficiency and resilience. Our Indian facilities are certified under ISO 14001:2015 and ISO 50001:2018, reinforcing our commitment to global best practices and continuous improvement.

We are on a determined path to carbon-neutral operations by 2040 and are preparing for the RE100 commitment, leveraging cleaner technologies, innovative solutions, and data-driven strategies to create a low-carbon, sustainable future. Sustainability at PPAP is also about inspiring action and engagement.

This year, World Environment Day on 5th June was celebrated with vibrant activities across all plants, including poster-making and slogan-writing competitions to spark creativity and environmental awareness among employees. In addition, we planted and nurtured trees on company premises, turning commitment into tangible action and leaving a lasting green legacy for the community.

Through these initiatives, PPAP is not just reducing environmental impact but creating visible, meaningful change, fostering a culture of responsibility, and shaping a greener, more sustainable tomorrow. Let's grow together—hand in hand with our employees, partners, and communities—toward a future where people, business, and nature thrive in harmony.





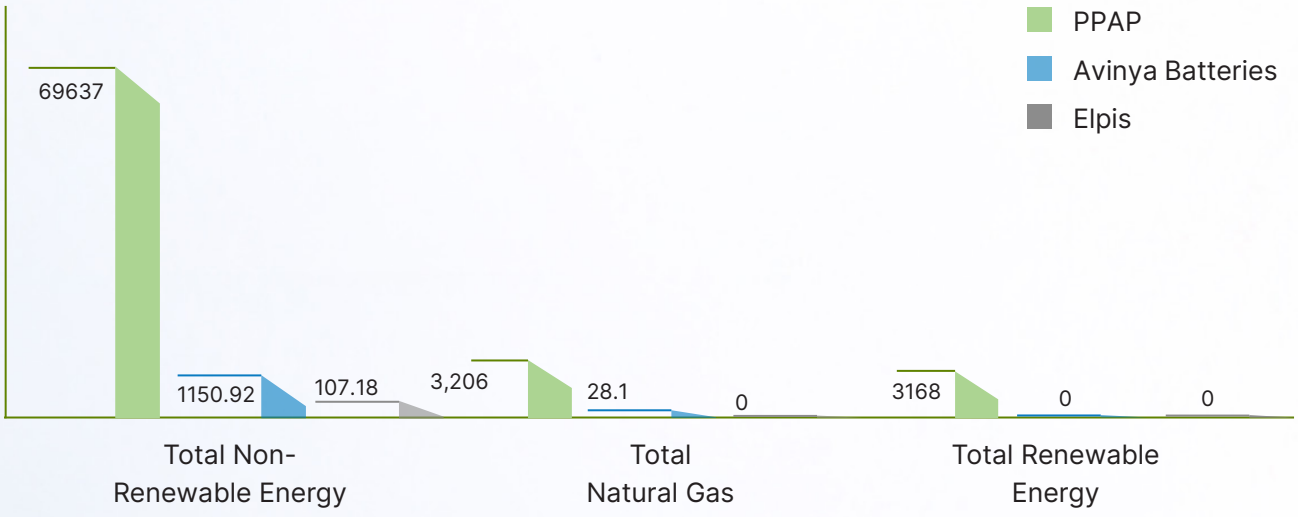
Energy Performance and Stewardship

We recognize that effective energy management is integral to our business operations and sustainability goals. Conscious of the direct influence that energy consumption has on operational costs, we are committed to improving energy efficiency and reducing waste. To this end, we continuously invest in upgrading our energy management systems, ensuring responsible stewardship of resources and contributing to the long-term resilience of our operations. These efforts align with our broader commitment to sustainable practices and minimizing our environmental footprint.

Electricity sourced from the grid remains our primary source of energy, accounting for approximately 74% of the total energy consumed across our three locations. The remaining energy is derived from conventional non-renewable fuels and renewable energy (RE) obtained through in-house solar installations. Recognizing that indirect energy use significantly contributes to our carbon footprint, our focus remains on progressively reducing these indirect emissions. During FY 2025–26, solar energy contributed about 5.21% (3,168 GJ) of the total energy consumed across all sites.



Energy consumption within the organization (Giga Joules)- FY 2026



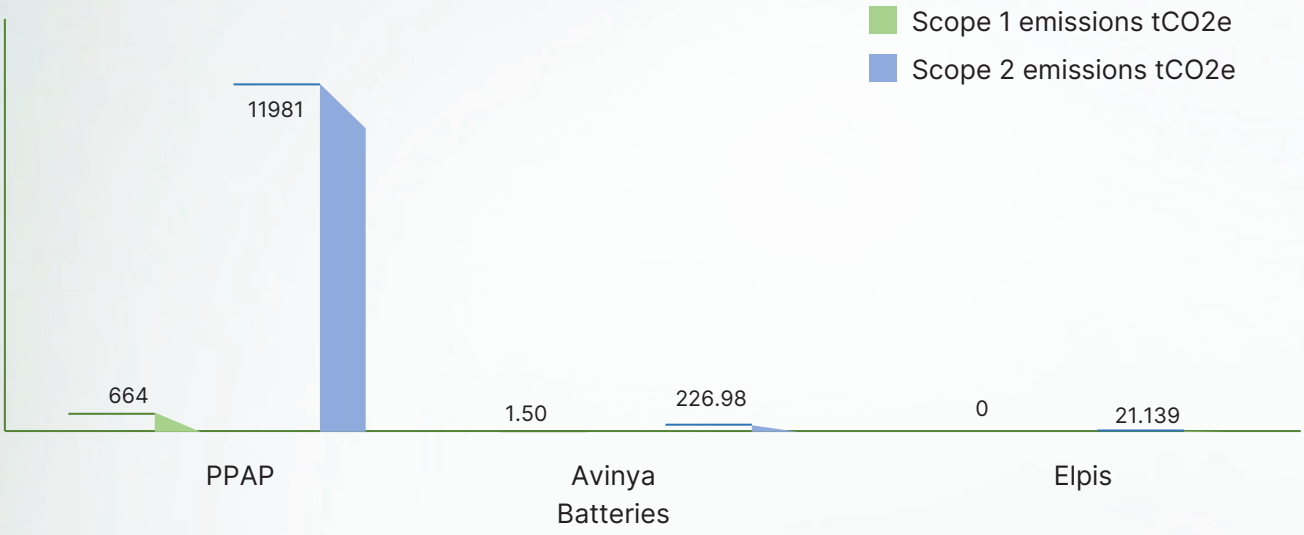
Energy consumption within the organization		UOM	PPAP		Avinya Batteries		Elpis	
			2025	2026	2025	2026	2025	2026
Total Non-Renewable Fuel & Energy		**GJ**	**62072.42**	**69637**	**1091.38**	**1150.92**	**72.09**	**107.18**
1	Diesel	GJ	4743	5122	0.00	0.00	0.00	0.00
2	Petrol	GJ	393	562	0.00	0.00	0.00	0.00
3	Grid Electricity	GJ	56936	60747	1091.38	1150.92	72.09	107.18
Total Natural Gas		**GJ**	**4246.13**	**3206**	**25.87**	**28.10**	**0.00**	**0.00**
1	CNG	GJ	215	244	0.00	0.00	0.00	0.00
2	PNG	GJ	1856.05	2013	25.87	28.10	0.00	0.00
3	LPG	GJ	2175	949	0.00	0.00	0.00	0.00
Total Renewable Energy (Solar)		**GJ**	**3130**	**3168**	**0.00**	**0.00**	**0.00**	**0.00**

Energy intensity	UOM	PPAP		Avinya Batteries		Elpis
		2025	2026	2025	2026	2026
Intensity (revenue: Crores)	GJ/Cr	134.52	135.75	176.44	81.48	3.58
Intensity (production: tonnes)	GJ/Ton	5.117	6.10	18.66	9.46	-
Intensity (production: Nos)	GJ/Nos	0.0012	0.0011	0.140	0.120	-
Intensity (no. of employees)	GJ/Nos	37.80	34.75	23.27	19.98	2.614

GHG Emissions Footprint

PPAP's operations are inherently energy-intensive, with a significant portion of energy consumption attributed to non-renewable fuels and electricity. During the reporting period, the company experienced an increase in the use of these energy sources, underscoring the importance of adopting more sustainable solutions to support production growth while minimizing environmental impact. In alignment with our commitment to carbon neutrality, PPAP is proactively evaluating and investing in low-energy and low-carbon technologies. These efforts aim to enhance energy efficiency, reduce greenhouse gas (GHG) emissions, and support a transition toward more sustainable operations. To drive progress, the company has established internal emission reduction targets, implemented focused initiatives, and installed systems to monitor emissions on a regular basis. One of the key outcomes of these efforts has been a notable increase in the share of renewable energy within our overall energy mix. Through these strategic actions, PPAP continues to make meaningful progress in reducing its environmental footprint and advancing its sustainability goals.

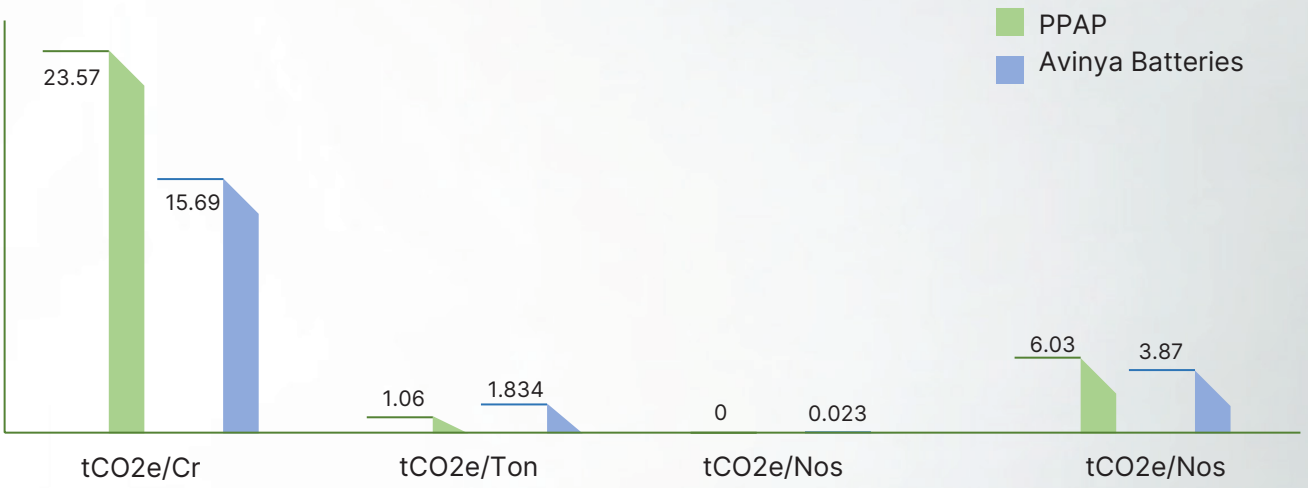
GHG Emissions (tCO2e)- FY 2026



Direct (Scope 1), Indirect (Scope 2)	UOM	PPAP		Avinya Batteries		Elpis	
		2025	2026	2025	2026	2025	2026
Scope 1 emissions	tCO2e	610.00	664	2	1.50	0.00	0.00
Scope 2 emissions	tCO2e	11324.00	11981	220.39	226.98	14.56	21.139

Note: This year scope 3 was not included in reporting. The data for categories 2, 10, 11 & 12 will be reported in the coming year. Categories 13, 14 & 15 are not applicable. For Scope 3 emissions, value-chain engagement is expected to progress through phased supplier integration, with MSMEs supported through financial and capacity-building measures and other suppliers aligned based on emissions relevance, materiality, and supply-chain criticality. Activity-based data collection and expanded Scope 3 category coverage are expected to strengthen data quality, transparency, and consistency in value-chain emissions reporting.

GHG Emission Intensity- FY 2026



GHG emissions intensity	UOM	PPAP		Avinya Batteries		Elpis
		2025	2026	2025	2026	2026
Intensity (revenue: Crores)	tCO2e/Cr	23.12	23.57	35.11	15.69	0.706
Intensity (production: tonnes)	tCO2e/Ton	0.88	1.06	3.71	1.834	-
Intensity (production: Nos)	tCO2e/Nos	0.00	0.0001	0.03	0.023	-
Intensity (no. of employees)	tCO2e/Nos	6.49	6.03	4.63	3.87	1.50

We conduct regular monitoring of stack emissions-including Sulphur Oxides (SOx), Nitrogen Oxides (NOx), and Particulate Matter (PM)-across all our operational sites in accordance with applicable regulatory standards. Emissions from our stack and diesel generator (DG) sets are systematically tracked and reported on a quarterly basis to the respective State Pollution Control Boards. During the reporting period, there were no fines, penalties, or non-compliance incidents related to environmental regulations. All inquiries or observations raised by regulatory authorities were addressed and resolved in a timely and satisfactory manner, reflecting our commitment to maintaining high standards of environmental compliance.

Emission Reduction Initiatives

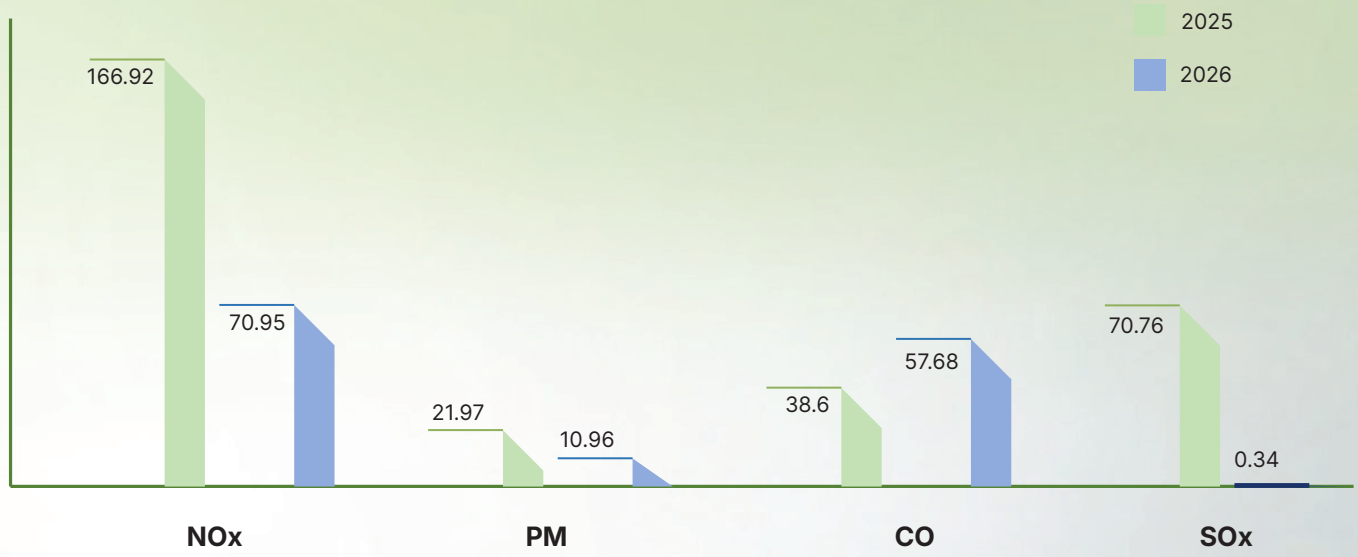


84.96

tons Reduction

Reducing energy consumption is key to achieving greater sustainability by lowering emissions and operational costs.

Air Emissions (Kg)



Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	UOM	PPAP		
		2024	2025	2026
NOx	kg	226.63	166.92	70.95
PM	kg	30.75	21.97	10.96
CO	kg	25.83	38.60	57.68
SOx	kg	71.96	70.76	0.34

Initiatives Driving Emission Reductions

During the reporting period, our organization undertook a series of targeted energy efficiency initiatives to reduce emissions and advance our sustainability objectives. Notably, we upgraded existing machinery to more energy-efficient models, resulting in a measurable reduction in energy consumption. Additionally, we optimized our HVAC systems by integrating smart thermostats, thereby enhancing temperature control and ensuring optimal energy use across our facilities. These actions reflect our ongoing commitment to operational excellence and environmental stewardship.

- Automation of Energy Systems: Implement automatic control systems to shut down idle equipment (such as fume exhaust fans on idle extrusion lines), minimizing unnecessary power use.
- Use of Motion Sensors: Install motion sensors for lighting and exhaust systems in low-occupancy areas like washrooms and production zones to ensure lights and fans operate only when needed.
- Upgrading to Energy-Efficient Equipment: Replace high-power fans and mechanical systems with low-capacity or energy-efficient models such as BLDC fans and hydraulic presses to reduce power demand.
- Smart Speed and Variable Frequency Drives (VFDs): Introduce VFDs and smart speed controllers for cooling tower and air-cooler fans to regulate motor speed based on actual load requirements.
- Programmable Scheduling: Configure programmable controls for ventilation and exhaust systems to operate based on real-time schedules and occupancy, optimizing operational efficiency.
- Adoption of Renewable Energy: Convert conventional grid-connected streetlights and external lighting systems to solar power to reduce dependency on non-renewable sources.
- Energy Management and Monitoring: Integrate automatic power cut-off mechanisms in idle machines and presses to prevent standby energy losses.
- Workplace Energy Optimization: Ensure continuous improvement through regular assessment of electrical systems and deployment of smart technologies that enhance equipment efficiency.

Water & Effluents

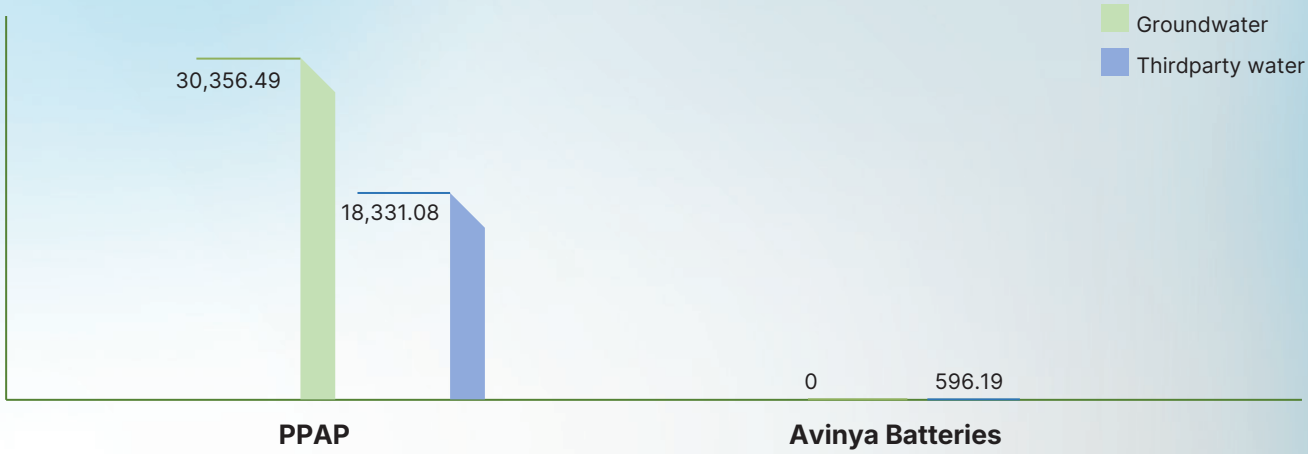
1,500 KL

Annual water saving achieved via water saving kaizens.

Our organization implemented a range of water conservation initiatives to optimize usage and minimize waste. Two Sewage Treatment Plants (STPs) were established at PP02 and PP03 to enable in-house wastewater recycling. We upgraded plumbing fixtures to efficient models. Smart meters are installed to gather real-time data. We also promoted water conservation practices among employees through education and training, emphasizing efficient use and recycling opportunities.



Water Withdrawal (KL)



PPAP is deeply committed to sustainable water stewardship, especially given that all our operational units are located in water-stressed regions. In FY 2025–26, our total water withdrawal amounted to 48,687.57 KL, primarily drawn from groundwater (30,356.49 KL) and third-party municipal sources (18,331.082 KL). Our subsidiary, Avinya Batteries, recorded a withdrawal of 596.19 KL, fully sourced from municipal supply.

The nature of our operations ensures minimal freshwater consumption, with a significant portion of water use attributed to domestic activities. Depending on the location, our plants either rely on municipal sources, such as those from the Noida and Tamil Nadu Authorities (at Plants II and V), or groundwater (at Plants III, IV, and VI). As part of our long-term vision to minimize environmental impact, we have implemented robust water conservation measures, including rainwater harvesting systems and the adoption of less water-intensive technologies.

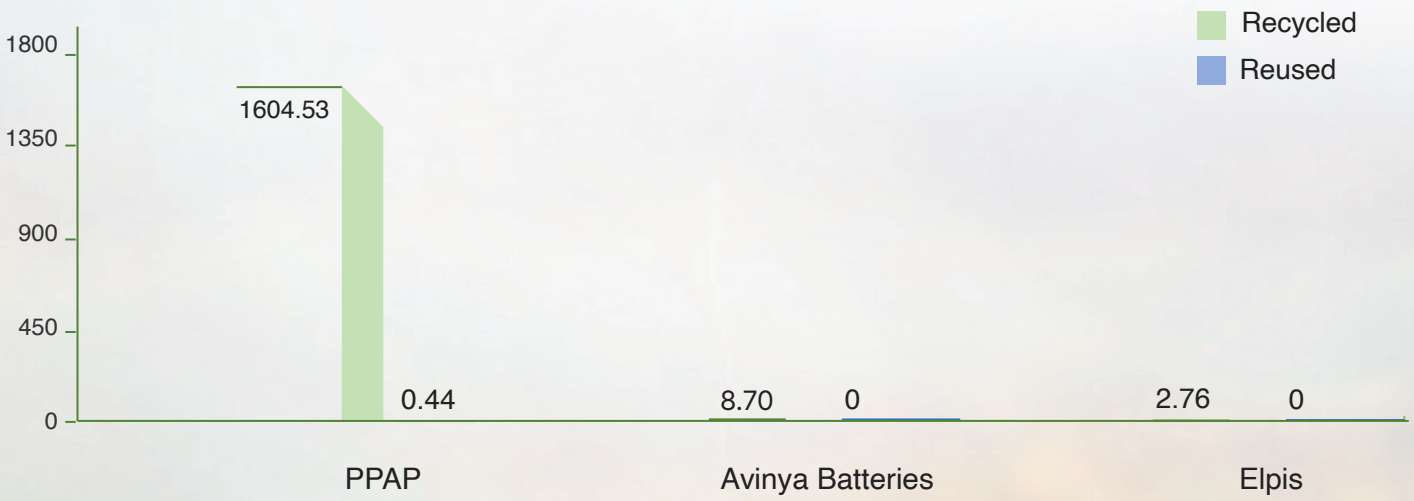
PPAP has also institutionalized Zero Liquid Discharge (ZLD) practices wherein wastewater from cooling towers is stored in underground tanks and repurposed for horticulture. Further advancing our sustainability agenda, we have established two Sewage Treatment Plants (STPs) at PP02 and PP03, enabling greater in-house recycling and reduced freshwater dependence. These initiatives have collectively contributed to achieving a 10% reduction in water-related emissions. PPAP remains steadfast in its commitment to water circularity and efficiency, ensuring responsible usage while actively replenishing local water sources to build long-term water resilience in the communities we serve.

Water withdrawal		UOM	PPAP		Avinya Batteries	
			2025	2026	2025	2026
Water Withdrawal by source		KL	48830.21	48687.57	749.16	596.19
	Groundwater	KL	30749.63	30356.49	0.00	0.00
a	Freshwater (≤1,000 mg/L TDS)	KL	14483.53	14702.99	0.00	0.00
b	Other water (>1,000 mg/L TDS)	KL	16266.10	15653.5	0.00	0.00
	Third party Water	KL	18080.58	18331.08	749.16	596.19
a	Freshwater (≤1,000 mg/L TDS)	KL	18080.58	18331.08	0.00	0.00
b	Other water (>1,000 mg/L TDS)	KL	0.00	0.00	749.16	596.19

Waste Management

PPAP has established an efficient waste management system for both hazardous and non-hazardous wastes. We have taken a hierarchical approach to waste management, aiming to reduce, reuse, recycle, and recover as much as possible using suitable technology. Our waste management system involves waste segregation at the source as well as waste disposal based on waste classification. We also use effective and environmentally friendly disposal solutions to reduce the environmental impact of waste generation. We also reduce the amount of waste that ends up in landfills. We have made conscious attempts to use resources as efficiently as possible while also working to reduce emissions and waste generated. Our company ensures that all waste is only transferred to government-approved disposal facilities.

Waste diverted from disposal (Ton)- FY 2026





Waste diverted from disposal (Ton)	PPAP	Avinya Batteries	Elpis
Recycled	1604.53	8.70	2.76
Reused	0.44	0	0

Waste directed to disposal (Ton)	PPAP	Avinya Batteries	Elpis
Incineration	1.80	0	0
Landfilling	69.45	0	0

Waste saving initiative: Turning waste into a resource

Sanitary napkin waste typically finds its way into landfills and the ocean. As a means of converting this waste into a resource, PPAP collaborated with PadCare to divert the waste from landfills to a useful resource. The hazardous waste in sanitary napkins is recycled into cellulose for use in the packaging sector. Stationary products with 100% safe-to-use from the output extracted from the sanitary pads collected from our workplace.



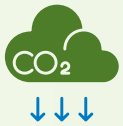
2445 (Nos)
Pads collected



61.085 (Kg)
Material processed



1221.5 (L)
Landfill space saved



0.137 (tCO2e)
Emission reduction

This effort not only aims to divert sanitary pad waste from landfills and reduce emissions but also to ensure safe menstrual hygiene for our female employees.

Resource Management

At PPAP, responsible resource management is central to how we operate. We monitor material consumption closely, minimize waste and increase the use of recycled materials to optimize how resources flow through our business. Through a balanced mix of local sourcing and imports, we assure a consistent supply of vital raw materials. We also continuously identify the major issues shaping the current market landscape, as well as the potential long-term threats to our operations. Across the value chain, we have implemented numerous 3R (Reduce, Reuse, Recycle) efforts in manufacturing and packaging. These efforts help us safeguard supply continuity, manage costs and lower our environmental footprint from procurement through to delivery.

Since we manufacture plastic-based extrusion and injection molding products, plastics account for the bulk of our material consumption in the PPAP business. These include PP, PE, PVC, TPO, LLDPE and engineering plastics. In FY 2026, the non-renewable material used in this business was 10,992.85 tonnes, while the renewable material used was 523.90 tonnes. Because material choice directly shapes our environmental impact, we track these quantities carefully and use them to guide improvements in efficiency and recycled content.

Our Li-ion battery segment operates differently, as it is primarily an assembly unit where metal is used in considerable quantity during the assembly of parts. In FY 2026, the non-renewable material used in this segment was 77.29 tonnes and the renewable material used was 0.47 tonnes. Across PPAP, we are also managing the share of recycled input materials within the total materials we use, so that circularity is measured rather than assumed.

At PPAP, we are aligned with India's transition to a circular economy, and we see ourselves as an active part of that journey. By lowering raw material extraction and mining, reducing raw material imports and curbing carbon emissions, we contribute to national priorities on resource security and climate action. In doing so, we also strengthen our own resilience against supply disruptions and price volatility.

As a responsible and environmentally conscious business, we are mapping our processes and activities to the new mandates on Extended Producer Responsibility (EPR) and to amendments in existing regulations. We have already adopted returnable packaging for all our customers, and plastic packaging is provided to brand owners of products only on customer demand. To complete the legal circular economy chain, we are Registered Producers with the Pollution Control Board. We are meeting our recycling liabilities and credits as required under EPR in The Plastic Waste Management Rules, 2016 and their latest amendments.

Wherever plastic packaging is provided, we are shifting toward higher recycled content. To achieve a sustainable supply chain, we continuously communicate with and guide our suppliers on increasing the recycling



of packaging materials. With their initial support, we developed plastic packaging material containing recycled content and successfully reduced the use of virgin plastic in our plastic packaging by 20%. We have also reduced the thickness of the packaging while keeping the quality of the material intact, which further reduces the total plastic used in packaging.

We are on the path to greater circularity and aim to reduce the use of virgin plastic further across all our plastic packaging. We are progressing with trials to increase recycled content and are targeting a 30% reduction in the use of virgin plastic in our plastic packaging. These steps reflect our commitment to embedding circular thinking into everyday decisions, so that growth in production does not come at the expense of the environment.

Materials used by weight or volume		UOM	PPAP		Avinya Batteries	
			2025	2026	2025	2026
1	Non-Renewable Material	ton	13025.18	10992.85	67.72	77.29
a	Plastic	ton	11099.35	9369.46	1.73	5.99
b	Metal	ton	1324.38	1331.83	65.99	71.31
c	Adhesive	ton	555.41	208.69	0.00	0.00
d	Chemicals	ton	42.87	80.99	0.00	0.00
e	Other Consumables	ton	3.162	2.188	0.00	0.00
2	Renewable Material	ton	817.72	523.90	0.89	0.47
a	Corrugated Box	ton	782.49	489.33	0.00	0.00
b	Paper	ton	30.48	30.49	0.89	0.47
c	Non-Woolen Fabric	ton	4.22	3.17	0.00	0.00

Recycled input materials used	UOM	PPAP	
		2025	2026
Recycled input materials	ton	262.66	445.98

Value Chain Management

At PPAP, we recognize our suppliers as vital partners in our growth journey and acknowledge their critical role in our value chain. We are committed to fostering sustainability throughout our supply network and encourage all suppliers to adhere to PPAP's Supplier Code of Conduct and Responsible Sourcing of Raw Materials guidelines. Our focus is on building long-term, transparent, and reliable relationships with suppliers through continuous engagement and collaboration. This approach enables effective management of our value chain operations while promoting responsible and ethical sourcing practices aligned with our sustainability goals.

01 Responsible Sourcing

We operate a material-oriented supply chain with a diverse supplier base, including overseas, local, and MSME partners. Our major raw materials are plastics and metals for the PAP business, metals for the Li-ion battery segment, and rubber (Master Batch, EPDM, etc.).

02 Operational Excellence

Explore & Design

We continuously innovate to improve product design and performance. We invest in research on lightweight materials, alternative energy sources and eco-friendly manufacturing processes.

Process

We utilize advanced technologies & efficient processes to transform raw materials into high- quality products. We emphasize energy efficiency, waste reduction and worker safety throughout production.

03 Product Stewardship

We promote the responsible design, use, reuse, recycling, and disposal of our products across the value chain. Our Sales and Marketing team ensures compliance with all requlatory requirements in relevant markets. We supply interior and exterior parts to a diverse range of customers in the automotive industry.



Supplier assessment and development: Ensuring sustainable sourcing

Choosing the right suppliers matters to us- not just for business continuity, but because our partners' practices reflect on our own commitment to responsible manufacturing. We evaluate suppliers based on how critical and relevant they are to our operations, keeping detailed records as part of our internal knowledge base. The screening includes ESG assessment criteria, with some common parameters to all suppliers and few specific parameters to certain categories. For suppliers we consider significant, we go a step further- looking at risks tied to their location, industry and the type of goods or services they provide. Critical suppliers face an even closer look: we assess their product design, technical capabilities, manufacturing processes, facility compliance, service standards and how readily they can supply critical spares and to make sure they measure up to industry expectations.

This isn't a one-time check. We review supplier systems and processes, audit their facilities and keep a close eye on how they handle data privacy and information security. Their design, testing and production practices are also measured against our own quality benchmarks. Depending on what's needed, these assessments happen on-site or virtually and always involve verifying real evidence of manufacturing capability, quality systems and compliance records.

Our in-house procurement team leads these evaluations, bringing in external experts or third-party agencies when the situation calls for it and always following methodologies that are recognized and accepted across the industry. When an assessment turns up gaps, we don't just note them- we work with the supplier on corrective action or improvement plans and track their progress. Throughout, our procurement team checks that suppliers align with our Supplier Code of Conduct, helping us avoid conflicts or deviations before they become problems. Suppliers who fall short of our minimum standards simply don't make it into our procurement process. And to keep this system running well, our procurement team is trained and equipped to carry out these assessments with the rigor they require.

Social Impacts

At PPAP, our people have always come first- we believe that sustainability truly begins with them. We recognize that building an inclusive workplace is fundamental to creating a harmonious, thriving environment where every individual feels valued, respected and empowered to grow. We celebrate the diversity of backgrounds, experiences and perspectives that our employees bring and remain committed to ensuring equitable access to opportunities for development and career advancement. To uphold this commitment, we have instituted robust policies that safeguard internationally recognized human rights and address matters such as discrimination, diversity and equal opportunity. Our practices are firmly aligned with the UN Global Compact's Ten Principles on Human Rights and the OECD Guidelines for Multinational Enterprises.

Diverse Workforce

PPAP is committed to fostering an inclusive and equitable workplace that values diversity and equal opportunities for all. We encourage participation, respect, and collaboration among employees while ensuring fair treatment for men and women at every level.

PPAP has 9% women in its total workforce, actively contributing to various operations and departments. The organization has also achieved 33% representation of women in managerial positions, reflecting its efforts to promote gender-balanced leadership. Continuous awareness and sensitization programs are conducted to strengthen inclusion and respect across the company.

5 GENDER EQUALITY



Training and Development

Continuous learning is at the heart of PPAP's culture. The company invests in structured training programs that enhance technical expertise, leadership capabilities, and overall professional growth. These initiatives help employees stay agile, innovative, and aligned with the company's sustainability vision.

Training sessions on ISO standards, Quality Circles, SAP modules, MUDA elimination, and cost reduction were conducted throughout the year. The company also promotes knowledge sharing across teams and encourages innovation-based participation. Through the Vinay and Ajay Jain Foundation, PPAP supported the education of 56 underprivileged students by donating books, uniforms, and school furniture, contributing to local community development.





Health, Safety and Well-being

PPAP places the highest importance on the safety, health & overall well-being of its employees. The company ensures that all operations adhere to stringent safety standards while cultivating a workplace culture where every individual feels secure and cared for.

Every member of the PPAP workforce is covered under health services and safety programs. The company has implemented air pollution control systems and regularly monitors air quality around its manufacturing units to reduce emissions. Under its "Safe Workplace" initiative, PPAP achieved zero fatalities during the reporting period and reinforced its safety standards through leadership commitment, training, and capacity building. Regular awareness drives were also conducted to promote healthy living and sustainable practices among employees.







Employee Profile, Diversity & Talent Development

Empowering Voices and Driving Inclusion

At PPAP, our people are the heartbeat of our organization, driving innovation, resilience, and long-term value. We recognize that true sustainability begins with inclusion, where every individual feels heard, supported, and empowered to contribute. To ensure this, we have introduced संवाद, a monthly engagement forum for female shopfloor employees. These sessions are more than meetings-they are a platform where employees bring forward concerns about hygiene, safety, well-being, and operational challenges, discuss them openly with management, and co-create solutions. The outcomes of संवाद are tangible and measurable: improvements in workplace safety, enhanced hygiene practices, targeted training programs, and strengthened communication channels. By translating feedback into action, we foster a culture of responsibility, accountability, and empowerment.

Beyond संवाद, PPAP invests deeply in merit-based development, skill enhancement, and recognition programs, ensuring employees have equal opportunities to grow and thrive. Transparent communication, employee-driven initiatives, and supportive facilities create an environment where talent is nurtured, engagement is high, and innovation thrives. While formal associations are not in place, we fully uphold the rights to representation and collective bargaining, strictly following local labor laws.

Through these deliberate actions, PPAP demonstrates that inclusivity is not a policy-it is a practice that drives measurable change, builds trust and strengthens organizational performance. By listening actively, acting decisively, and empowering our workforce, we are building a resilient, responsible and future-ready workplace-one that inspires confidence among employees, customers and investors alike.









Gender Wise Diversity

Gender Diversity	PPAP		Avinya Batteries		Elpis	
	Male	Female	Male	Female	Male	Female
Board of Directors	4	2	3	0	3	1
Permanent Employees	1563	156	22	2	36	5
Other than permanent Employees	296	78	29	6	0	0

Age Wise Diversity

Age Wise Diversity	PPAP			Avinya Batteries			Elpis		
	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50
Board of Directors	0	2	4	0	1	2	0	2	2
Permanent Employees	612	952	155	9	14	1	13	27	1
Other than permanent Employees	324	47	3	27	5	3	0	0	0

*Strength as on 31st March 2026.

New Employees Hire and Turnover

New employee hire and turnover			PPAP	Avinya Batteries	Elpis
Permanent Employees Hired	Gender	Male	519	10	25
		Female	92	0	6
	Age	Under 30 years	391	6	13
		B/w 30-50 years	213	4	18
		Over 50 years	7	0	0
Permanent Employee Turnover	Gender	Male	596	15	13
		Female	53	0	3
	Age	Under 30 years	430	3	7
		B/w 30-50 years	188	11	9
		Over 50 years	31	1	0
Other than permanent Employees Hired	Gender	Male	681	48	0
		Female	156	9	0
	Age	Under 30 years	728	51	0
		B/w 30-50 years	107	6	0
		Over 50 years	2	0	0
Other than permanent employees Turnover	Gender	Male	1053	32	0
		Female	196	8	0
	Age	Under 30 years	973	23	0
		B/w 30-50 years	273	17	0
		Over 50 years	3	0	0

Parental Leave

Parental leave	PPAP	Avinya Batteries	Elpis
Female Employees entitled	234	07	05
Female Employees that actually took leave	02	0	0
Female Employees that returned to work in the same year	01	0	0
Female Employees that returned to work after parental leave (still employed 12 months after their return to work)	01	0	0
Return to work rates of employees that took parental leave	100%	0	0
Retention rates of employees that took parental leave	100%	0	0

Employee Well Being & Engagement

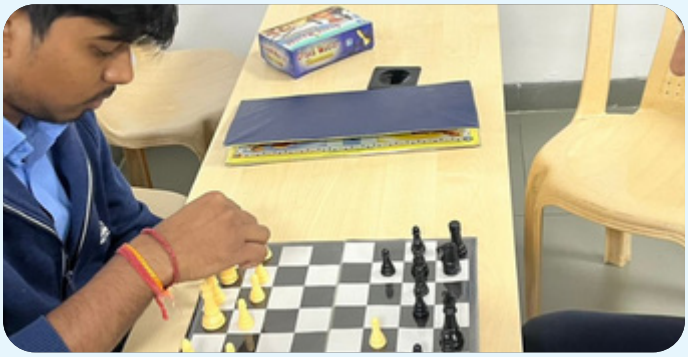
At PPAP Automotives, employee engagement is viewed as a key driver of organizational success and a reflection of our people-first culture. We foster an environment where employees feel motivated, recognized, and connected to the company's purpose. Through ongoing communication, skill-building programs, and opportunities for cross-functional collaboration, we empower individuals to contribute their best. We also promote work–life balance and team spirit by organizing recreational, cultural, and sports activities that encourage participation, belonging, and mutual respect. Our engagement initiatives are continuously strengthened through employee feedback, ensuring that every voice helps shape a healthier and more vibrant workplace.

Annual Function

The Annual Function served as a vibrant employee engagement platform, bringing the PPAP family together in a spirit of celebration and connection. The evening showcased inspiring stories of teamwork and achievement, strengthening our sense of belonging and pride. It provided an opportunity to recognise our collective progress, appreciate individual and group contributions, and energise everyone with optimism for future challenges and opportunities.









Employee Benefits

At PPAP, our ongoing emphasis on fostering innovation and entrepreneurship has cultivated a workplace culture that not only drives business value but also promotes team cohesion, engagement, and commitment. To strengthen employee benefits and engagement, we regularly solicit feedback from our workforce of over 1,700 employees, enabling the development of comprehensive procedures, policies, and initiatives. Employee involvement is prioritized from the outset, beginning with an induction training program designed to integrate new team members effectively. Ongoing engagement is facilitated through a range of initiatives, including regular town hall meetings and employee events, promoting open communication and a strong team dynamic.

We are committed to providing safe, comfortable, and ergonomically designed workspaces that prioritize employee well-being. Our facilities are equipped with amenities such as pantries, break-out areas, resting lounges, medical rooms, and access to visiting doctor services, affirming our dedication to the health, safety, and security of our workforce.

Townhall Meetings

Our monthly townhall meetings continue to bring employees and leadership together through open dialogue and meaningful updates, creating a space that strengthens transparency, alignment and engagement across the organization.Each session encourages employees to participate actively as we discuss improvements in HR processes such as leave and attendance practices, use of HROne for seamless requests and queries, and the importance of maintaining discipline and a safe, well-managed workplace. The meetings also highlight our commitment to employee well-being and work–life balance, while involving everyone in collaborative initiatives like contributions to the annual calendar. Through these conversations, the townhall reinforces trust, clarity and a shared sense of belonging within the PPAP family.













Blood Donation Camp

Our blood donation camp brought the PPAP family together in a powerful display of compassion and social responsibility. Employees from across departments participated enthusiastically, contributing to a cause that directly supports community health and saves lives. The initiative not only encouraged volunteerism but also strengthened the spirit of unity and care within the organisation. **Over the last four years, 527 units of blood donated reflecting employee volunteerism and commitment to community health.** Through this meaningful engagement activity, PPAP reinforced its commitment to giving back to society while fostering a culture of empathy and collective well-being among employees.







Remuneration

Our company's remuneration framework is built on the core principles of fairness, transparency, and alignment with our strategic objectives and stakeholder interests. Executive compensation is performance-based, with a strong emphasis on meeting strategic goals and fostering the creation of long-term sustainable value. We are firmly committed to ensuring pay equity, striving to maintain fairness in compensation across all demographics. Robust governance structures are in place to oversee remuneration practices, ensuring they are in full compliance with regulatory requirements and industry standards. Entry-level remuneration is consistent and equitable; there is no disparity in pay between men and women recruited for identical roles. Additionally, 100% of our permanent employees and workers receive compensation above the minimum wage, in line with the recommendations of the National Commission on Labor.

Performance Evaluation

Our evaluation framework is structured around the principles outlined in our long-term settlement agreement, encompassing key parameters such as self-discipline, self-development, the development of others, accountability, engagement time, productivity, quality, and safety. These criteria collectively support a healthy work-life balance and promote the overall well-being of our employees. During the reporting period, 100% of our workforce underwent regular performance and career development reviews, ensuring continuous feedback and growth opportunities. In response to evolving skill requirements and the increasing need for reskilling and upskilling, we are emphasizing internal mobility—both horizontal and vertical—as a strategic approach. This initiative provides meaningful growth opportunities for current employees and enhances their motivation, thereby improving efficiency and fostering long-term commitment within the company.

Our Training Landscape

PPAP prioritizes proactive identification, assessment, and control of OHS risks across all operations. No activity begins without a formal risk assessment, and non-routine or high-risk tasks proceed only with a Permit to Work (PTW). All facilities maintain Emergency Preparedness Plans, and employees receive OHS induction and regular refresher training to ensure continuous awareness.

Our HIRA framework is applied to all routine and non-routine activities, supported by documented processes and guided by the Criticality Priority Number (CPN).

Certified internal auditors conduct regular audits and management reviews to ensure compliance and ongoing improvement, enabling effective control, corrective, and preventive actions to minimize workplace risks.

Average hours of training per year per employee	PPAP	Avinya Batteries
Permanent Employees	16.8	43.36
Male	7.09	17.46
Female	9.71	25.9
Other than Permanent Employees	107.25	43.1
Male	58.68	14.3
Female	48.57	28.8









Safe Workplace

At PPAP, we are deeply committed to safeguarding the health, safety, and overall well-being of our employees. We have established robust Environment, Health, and Safety (EHS) policies, objectives, and standards that guide our working practices across all manufacturing plants. Our foremost priority is to cultivate a safe, healthy, and ethical workplace environment for every member of our organization. Our ultimate objective is to achieve zero reportable incidents across our operations, consistently working toward our vision of a "safe workplace," defined by "Zero Accidents and Zero Incidents" at all PPAP premises. To advance this goal, we implement continuous improvements in our EHS management systems and regularly engage our workforce in safety awareness and preventive training programs. During the reporting period, we reported a zero cases classified as major injuries. While these incidents underscore the need for ongoing vigilance and improvement, we remain steadfast in our commitment to incident prevention and the ongoing enhancement of our safety culture.

At PPAP, safety is foundational to all our operations. We have implemented a comprehensive safety management system supported by a dedicated safety organization responsible for conducting safety, electrical, and fire audits, risk assessments, and regular safety meetings. This team ensures the identification and mitigation of unsafe conditions and behaviors utilizing the Hiyari Hatto methodology for proactive risk identification.













Hazard Identification & Risk Assessment (HIRA)

Across all operations, PPAP prioritizes the proactive identification, assessment, and control of occupational health and safety (OHS) risks and hazards. We adhere strictly to established guidelines to implement effective control measures for all activities undertaken at our sites. No task commences without a formal risk assessment, and any non-routine or high-risk activity is initiated only after the issuance of a Permit to Work (PTW) to ensure enhanced oversight. Our facilities maintain comprehensive Emergency Preparedness Plans to address potential incidents. All employees receive induction training focused on occupational health and safety topics, and regular refresher training is provided to ensure ongoing competency and awareness for all personnel. Robust procedures for Hazard Identification and Risk Assessment (HIRA) are applied consistently to both routine and non-routine operations.

Certified internal auditors conduct regular audits and management reviews to ensure the integrity and continual improvement of our OHS management processes. These processes are documented and controlled within the HIRA framework in accordance with the Criticality Priority Number (CPN) of each activity. This ensures that appropriate control, corrective, and preventive actions are defined and implemented effectively to minimize workplace risks and uphold the highest standards of health and safety.

Occupational Health Services

The doctor's visits are conducted twice a week in the plant. The first aid room is also available, equipped with all first aid facilities and trained first aiders. The first aid box is also available in various places on the shop floor. Also, an annual health check-up is conducted for all the employees. No work-related health issues were reported during the reporting period.

Employees covered by an occupational health and safety management system	PPAP	Avinya Batteries	Elpis
Permanent Employees	1719	24	41
Other than permanent Employees	374	35	0

Monitoring, Evaluation and Leadership Accountability

PPAP has consistently monitored and strived to enhance safety performance over the years. The monitoring framework at PPAP is well-established, and it includes checks at all levels of the organizational hierarchy, from the shop floor to the business head. To ensure that safe work practices and training are being used consistently, the unit conducts job risk assessments, permit-to-work inspections, toolbox talks, and weekly status checks. The Audit Committee meeting also recognized EHS as a critical risk area for the firm, and the Committee is evaluating mitigation strategies. Permanent and Other than Permanent employees are covered under the PPAP Occupational Health and Safety Management system.

Work-related Injuries

Work-related injuries	PPAP	Avinya Batteries	Elpis
Fatalities as a result of work-related injury	0	0	0
High-consequence work-related injuries (excluding fatalities)	0	0	0
Recordable work-related injury	0	0	0

Safe Man Hours

Safe work hours	PPAP	Avinya Batteries	Elpis
Permanent Employees	3090968	58864	85440
Other than Permanent Employees	1135504	61568	0

Note: The information present in the above table is related to the employees data.

Empowering Our Communities (CSR)

PPAP is committed to fostering sustainable development through a broad spectrum of social and environmental initiatives aimed at enhancing skills, building social infrastructure, and improving livelihoods.

Our company is dedicated to uplifting communities in the vicinity of our manufacturing plants by focusing on key areas such as education, health, hygiene, and environmental sustainability, with particular emphasis on economically disadvantaged groups.

During the reporting year, we continued to advance our commitment to community welfare through the "Vinay and Ajay Jain Foundation" (VAJF), a registered trust established to implement the Company's corporate social responsibility programs. VAJF concentrates its efforts primarily in the domains of environment, education, and healthcare, enabling focused and impactful interventions. A cornerstone of our CSR strategy is promoting environmental awareness and stewardship among the younger generation. Through coordinated plantation drives conducted at local schools, we seek to nurture a culture of environmental responsibility while contributing to the enhancement of green cover within our communities. Over the past year, PPAP has partnered with numerous schools near our facilities to organize tree planting activities and conduct educational workshops centered on environmental conservation, reinforcing our commitment to sustainable community development.

Our CSR activities are implemented through the "Vinay and Ajay Jain Foundation (VAJF)", a registered trust established for focused and sustainable execution of the Company's CSR programmes. During the financial year 2025–26, the Foundation undertook several impactful projects benefiting vulnerable and marginalized sections of society.



CSR Expenditure (In crores)

0.45

VINAY & AJAY JAIN FOUNDATION

Environment- Sustaining Green Growth

We recognise that environmental stewardship is fundamental to responsible growth and we act on it by increasing green cover, restoring ecological balance and preserving natural ecosystems across the communities we serve.

Each plantation drive strengthens local biodiversity, improves the quality of the air people breathe and leaves behind a lasting natural asset for future generations. By working together with a trusted partner, we ensure that these efforts are carried out with care & continue to benefit both the environment and the communities around us. PPAP's sustainable plantation initiative at Tughlaqabad Biodiversity Park in Delhi has led to the cultivation of approximately 65,000 native plants across 60 to 70 acres. By restoring native vegetation, the project strengthens urban green cover, supports local biodiversity and contributes to improved air quality in the surrounding area.

The initiative also supports livelihoods. Four individuals are employed for the maintenance and long-term care of the plantation site, helping the plants establish and thrive well beyond the planting stage. This project reflects PPAP's commitment to creating measurable environmental impact while supporting socio-economic development in nearby communities. By combining ecological restoration with local employment, we continue to build a more sustainable and inclusive future for the people and places around us.







Education – Empowering the Next Generation

Education remains a cornerstone of PPAP's CSR strategy. We believe that access to quality education is fundamental to breaking the cycle of poverty and enabling socio economic progress. When children can learn without financial barriers, they gain the confidence & skills to shape their own futures & their families and communities benefit along with them.

During the year, PPAP sponsored the education of 56 underprivileged children by supporting their school fees and associated educational expenses. This support allows these children to stay in school, focus on their studies and pursue their aspirations with dignity and continuity. In addition, the Foundation facilitated vocational training programs for the children of Anganwadi workers, aimed at enhancing their employability and self-reliance. These programs equip young people with practical, job-relevant skills and open the door to stable livelihood opportunities, helping families move towards greater economic security.

Together, these initiatives are designed to create equal learning opportunities, encourage personal development and empower youth to build a better future for themselves and their families. By investing in education and skills, PPAP continues to strengthen the communities in which it operates and to create lasting social value that extends well beyond the reporting year.





Product Stewardship

Responsible Product Leadership

At PPAP, responsible product leadership is central to how we design, manufacture and deliver our products. We are committed to offering a diverse portfolio of high- quality products that provide exceptional value and an outstanding customer experience across all our operations. For us, quality and responsibility go together: a product is only truly excellent when it is safe for the people who use it and considerate of the environment it touches throughout its life.

Our approach to product stewardship goes beyond compliance with health and safety regulations. While meeting legal requirements is the baseline, we consistently strive to exceed legal and regulatory expectations, so that our products stay dependable and future-ready as standards evolve. This mindset shapes decisions at every stage, from design and material selection to production and delivery.

Environmental responsibility is built into our processes from the very beginning. For every new project, we conduct a comprehensive risk assessment to identify potential environmental impacts at the earliest stage. Addressing these considerations during development, rather than after production begins, allows us to take proactive measures that mitigate risks effectively and avoid problems downstream. This early- stage discipline helps us reduce environmental impact while protecting product quality and customer confidence.

Transparency and accountability are at the heart of our operations. Each component we manufacture carries laser-printed information detailing its manufacturing date, time and material composition. This gives our customers complete traceability, and it allows us to respond quickly and precisely whenever a question about material safety or quality arises. It also underpins the assurances we give our customers on the safety and sustainability of the materials used in our products.

We take particular care over the materials that go into our components. Our products are free of Substances of Concern (SOC), conflict minerals and Persistent Organic Pollutants (POPs), and are fully compliant with the Restriction of Hazardous Substances (RoHS) standards. These commitments reflect our belief that responsible sourcing and clean material practices are essential to protecting human health, the environment and the communities connected to our value chain.

To maintain industry leadership, we continuously monitor market trends, evolving customer preferences and competitor strategies. This ongoing awareness lets us anticipate change rather than react to it, and it guides our efforts to drive innovation, improve product quality and enhance the overall customer experience. By listening closely to the market and to our customers, we make sure our products keep pace with changing expectations, including growing demand for sustainable and responsibly made components.

Through these sustained efforts, PPAP demonstrates its unwavering commitment to responsible product stewardship and sustainability. We recognise that lasting trust is earned through consistent action: by being transparent about what goes into our products, accountable for their impact, and proactive in improving them. As we move forward, we will continue to strengthen our practices so that our products create positive value for our customers, our communities, society and the environment.









Seeking customer feedback

At PPAP, our customers'voice guides how we improve. We regularly conduct customer satisfaction surveys to gather honest feedback, understand how well we are meeting expectations and identify opportunities to do better. These surveys help us see our performance through our customers' eyes and turn their insights into practical action.

To make sure no concern goes unheard, we have established a structured grievance redressal mechanism. It provides a clear, dependable channel for customers to raise issues and ensures that each concern is addressed promptly and resolved effectively. By treating every complaint as an opportunity to learn, we strengthen both our processes and our relationships.

We place significant importance on customer input and actively incorporate it into our work. Feedback received through surveys and grievance channels informs improvements in the quality of our products and the services that support them, so that what we deliver keeps pace with evolving needs.

This continuous engagement reflects our commitment to continuous improvement and to delivering exceptional value. By listening closely, acting responsibly and following through on what we learn, PPAP aims to build lasting trust and long-term partnerships with the customers we serve.

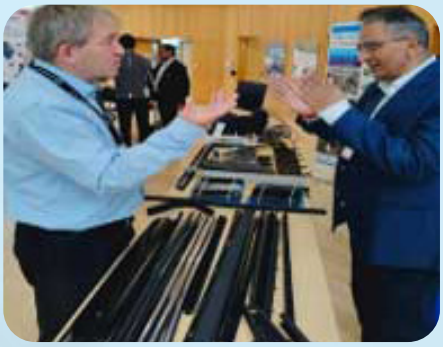












Governance Impacts

PPAP has always considered that sound governance practices are crucial for its smooth and efficient operations as well as balancing the interests of the shareholders and ensuring a positive impact on the community and stakeholders. Corporate governance holds paramount importance as we adhere unwaveringly to the highest standards. Our robust governance framework ensures transparency, accountability, and ethical practices across all operations. With a strong board constitution, we prioritize sound governance practices that align with industry best practices. Our commitment to corporate governance surpasses regulatory compliance.

Governance, Risk and Compliance

PPAP upholds high standards of corporate governance by ensuring transparency, ethical conduct, and compliance across all operations. The Board of Directors provides strategic direction and ensures alignment with both business goals and sustainability priorities.

PPAP's Board consists of 33% women directors and 50% independent directors, reflecting strong gender diversity and independent oversight. There were no whistleblower complaints and no fines for any regulatory non-compliance during the reporting period, demonstrating the company's ethical and transparent business practices. PPAP continues to publish its Sustainability Report annually, reinforcing its commitment to disclosure and accountability.

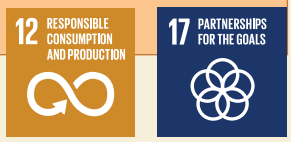


Responsible Business Partnerships

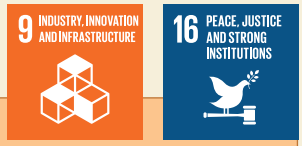
PPAP believes in growing responsibly by collaborating with partners who share its commitment to sustainability, ethics, and excellence. The company works closely with suppliers and customers to promote responsible sourcing, high-quality standards, and industry best practices.

Most of PPAP's operations are ISO management system certified, demonstrating strong adherence to international quality and sustainability standards. The company engages continuously with suppliers and customers to encourage compliance, transparency, and sustainability across its value chain.









Data Privacy and cyber security

PPAP protects the confidentiality, integrity and availability of its business, customer and employee information. A dedicated information security framework, access controls, periodic vulnerability assessments and employee awareness programmes help us prevent, detect and respond to cyber threats. Customer data is handled in line with applicable data protection requirements.

There were zero cases of privacy breaches and cybersecurity incidents. The company conduct awareness sessions to ensure that all employees are aware of the policies and procedures around information security.

Governance Structure

PPAP is led by an effective and entrepreneurial Board. The Company is guided by the policies established by its Board of Directors, aligning the Company's mission with the expectations of its shareholders and stakeholders. The Board Leadership articulates the business model, strategies, risk management, and future viability of the business based on technological changes, geopolitical threats, environmental impacts, etc. The Board, along with its subcommittees, examines the company's performance regularly on specific activities that concern the company and need a closer and systematic review. The Board has established a framework of prudent and effective controls that allow risks to be assessed and managed timely and responsibly.

Board of Directors at PPAP

The composition of the Board of PPAP conforms with Regulation 17 of the SEBI Listing Regulations and Section 149 of the Companies Act, 2013 ('Act'). The Board is comprised of Executive, Non-Executive, and Independent Directors with rich professional backgrounds.

Governance Structure and Composition

The chair of the highest governance body is Mr. Ajay Kumar Jain (Chairman & Managing Director). PPAP Board has a gender diversity of 33% with 1 Independent and 1 Non-Executive woman Director. Our board currently does not include members from under-represented or minority groups. However, we are actively seeking to enhance diversity and inclusivity within our leadership team.

Board Committee

Our Company's leadership team instills the Board's direction throughout the business through policy deployment, a responsibility and accountability matrix, daily work management, PDCA, etc. This structure ensures that the entire organization is working toward the same aim of challenging the status quo to produce breakthrough results. In line with the above, the Company has three tiers of corporate governance structure:

Unit	S.No.	Name	Designation	Tenure
PPAP	1	Mr. Ajay Kumar Jain	Chairman & Managing Director	01/11/2023 to 31/10/2026
	2	Mr. Abhishek Jain	CEO & Managing Director	01/04/2025 to 31/03/2028
	3	Mrs. Vinay Kumari Jain	Non-Executive Director	Appointed w.e.f. 26/12/2013
	4	Mr. Rohit Rajput	Independent Director	09/11/2023 to 08/11/2028
	5	Mr. Deepak Kumar Sethi	Independent Director	04/02/2023 to 03/02/2028
	6	Mrs. Celine George	Independent Director	16/04/2022 to 13/04/2026



Mr. Ajay Kumar Jain



Mr. Abhishek Jain



Mrs. Vinay Kumari Jain



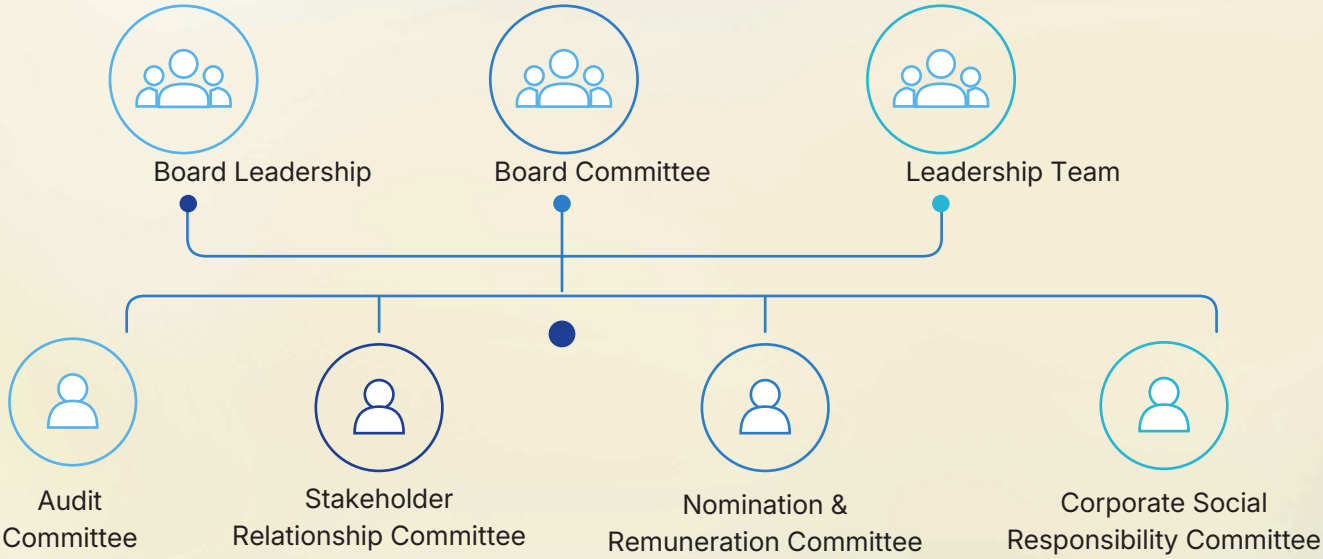
Mr. Rohit Rajput



Mr. Deepak Kumar Sethi



Mrs. Celine George



Sustainability Governance Structure

At PPAP, we believe that sustainability is an essential component of strategic management and business planning, so we consider environmental and social aspects while identifying material subjects and prioritizing KPIs.

With our sustainability performance, our leadership is committed to making PPAP an industry benchmark. Our top management has formed a set of committees (Steering and Working) to particularly work to integrate and strategically align sustainability into our core business. Role of top management includes but not limited to setting direction for promoting sustainability agenda across the organization, communicating and addressing critical concerns (zero critical concerns reported during the reporting period), promoting resources and designs incentives for employee and periodic review of progress and annual review of sustainability report submitted by steering committee. The Steering Committee implements guidelines issued by top management and ensures the integration of social, economic, and environmental parameters into business and operations. The Working Committee ensures data capturing as per GRI Standard, identifies new initiatives/projects, and takes approval from the steering committee for execution.



Nomination and selection of the highest governance body

The Company has a duly constituted Nomination and Remuneration Committee (NRC) responsible for overseeing the process of nomination, selection, and remuneration of Board members and senior management. The NRC identifies individuals qualified to become Directors and Key Managerial Personnel (KMP) and recommends their appointment, removal and remuneration to the Board.

In fulfilling its role, the NRC develops and applies criteria for Board appointments, taking into consideration factors such as skills, experience, qualifications, and independence. The Committee also ensures that Board composition aligns with the Company's strategic needs and governance objectives. Board discussions incorporate stakeholder perspectives through regular feedback shared by relevant governance and management functions, thereby ensuring that stakeholder interests are duly represented in decision-making processes.

The NRC is also responsible for devising and implementing policies on Board diversity, ensuring that candidates are considered from a wide range of backgrounds, expertise, and perspectives. All Directors confirm their independence in accordance with the requirements of the Listing Regulations and the Companies Act, and the Board conducts an annual verification of such independence. Furthermore, the Board maintains a skills and expertise matrix to ensure an optimal balance of competencies, including legal, financial, governance, technical, human capital, and leadership skills. This structured approach enables the Company to maintain a well-qualified and diverse Board that effectively guides the organization's strategic direction and sustainable growth.

Chair of the highest governance body

The Chair of the highest governance body is not a senior executive within the organization, ensuring independence in oversight and decision-making. The business heads are responsible for the execution of business operations across various functions. They work under the overall guidance of the Chair and oversee the CMD's functions along with other operational responsibilities assigned to them.

Role of the highest governance body in sustainability reporting

The Board of Directors at PPAP Automotive Limited has oversight of sustainability matters and receives quarterly updates on progress toward ESG initiatives through presentations and reports submitted by senior management and the Steering Committee. Monthly reviews of sustainability developments and material ESG issues are undertaken at the management level, and material concerns are escalated to the Board for strategic direction and alignment with long-term ESG goals. The Steering Committee - comprising senior leadership- is specifically responsible for guiding sustainability implementation and ensuring alignment with regulatory expectations and stakeholder priorities. Its progress reports are regularly presented to the Board, indicating a structured review process by the highest governance body.

Business Ethics and Compliance

PPAP believes that strong ethical practice fosters long-term corporate goals and enhances stakeholder values. The Company's actions reflect how deeply our values are imbibed into our entire company structure and culture. We ensure that we adhere to the highest standards of corporate governance across all levels of the Company. The management at PPAP is fully committed to ensuring transparency, accountability, and integrity. All the policies are reviewed and approved by the Board of Directors.

Conflicts of interest

The Company states that it has procedures in place to avoid and manage conflict of interest for Board members. These requirements are embedded in:

Code of Conduct & Ethics Policy

Related Party Transactions Policy

Both policies ensure transparent identification, reporting, and review of any conflict situation involving directors. Yes, the conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts of interest

Communication of critical concerns

To ensure effective governance, timely decision-making, and seamless alignment between strategic objectives and operational execution, the Managing Director conducts daily leadership meetings with the business and functional heads. These meetings serve as a platform to review key operational metrics, address emerging challenges, assess project progress, and ensure that all functions are aligned with the company's strategic priorities. There is no specific critical concerns have been received during this reporting period.

Collective knowledge of the highest governance body

Presentations by executive management are regularly conducted to familiarize directors with business functions, including safety, health, environment, risk management, and changes in regulatory requirements. Two training and awareness programs were delivered in FY 2025-26 covering sustainability-linked areas such as regulatory environment changes.

Ethics and integrity are material issues for both our stakeholders and the management. PPAP has a zero-tolerance approach towards fraud, bribery, corruption and violation of human rights. The code of conduct & ethics applies to all employees, including the Board and senior management personnel. All members of the Board and Senior Management personnel have affirmed compliance with the said code of conduct & ethics. The Code guides and accounts for all the stakeholders, including but not limited to employees, customers, value chain partners, joint venture partners, financial stakeholders, and guides towards the highest moral and ethical standards.



Evaluation of the performance of the highest governance body

Pursuant to the provisions of Section 178 of the Companies Act, 2013 and Regulation 19 of the Listing Regulations, the Board has adopted a policy to evaluate performance of each Director, the Board as a whole, its Committees and the Chairman. Evaluation is carried out by the Board, NRC and by the Independent Directors. The evaluations are non-independent, and it has been done on the annual basis. Following the evaluation, PPAP Automotive Limited undertook measures to strengthen its governance framework and enhance the effectiveness of Board operations. The evaluation, conducted through an online process and structured questionnaire, covered parameters such as the Board's role in strategic oversight, risk management, quality of deliberations, and participation by members.

The findings of the evaluation were reviewed by the Nomination and Remuneration Committee and discussed by the Board in its meeting held on 16th May 2025. Based on the results, the Board and its Committees continued to reinforce good governance practices, improve information flow between management and directors, and ensure continuous learning for members on emerging regulatory and sustainability issues.

Remuneration Policies

The remuneration paid to the Directors is in accordance with the nomination and remuneration policy formulated in accordance with Section 178 of the Act and Regulation 19 of the Listing Regulations (including any statutory modification(s) or re-enactment(s) thereof for the time being in force). In accordance with the nomination and remuneration policy, the nomination and remuneration committee has, inter alia, NRC identifies persons qualified to become Directors and Key Managerial Personnel (KMP) and recommends their appointment, removal, and remuneration to the Board. NRC develops the criteria for Board appointments, including skills, qualifications, and independence.

Process to determine remuneration

PPAP Automotive Limited has a structured and transparent process for determining remuneration, primarily overseen by an independent Nomination and Remuneration Committee (NRC) of the Board. The NRC is responsible for recommending the appointment and all forms of remuneration of senior management and directors, ensuring alignment with the Company's strategic objectives and regulatory requirements.

For every appointment of an independent director, the Nomination and Remuneration Committee shall evaluate for the balancing the holistic set of skills, knowledge, wisdom, and experience on the Board. Based on such evaluation, prepare the role and responsibilities, qualifications, and capabilities required of an incoming independent director. The person recommended to the Board for appointment as an independent director shall have the capabilities identified in such description. To identify suitable candidates, the Committee may: a) use the services of an external agencies, b) consider candidates from a wide range of background.

Annual total compensation ratio

The director is the highest paid individual. The ratio of the the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees is 41.28. There is no ratio of the percentage increase in annual total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual).

Reporting based on Section 197 of Companies Act & Rule 5(1). Highest-paid individuals: Executive leadership (MD & CEO). Remuneration is as per the company's policy approved by the Board.

We demonstrate transparency through comprehensive sustainability reporting and disclosure practices. The company actively engages with stakeholders and communicates sustainability efforts with clear transparency and accountability. In the reporting period, there were zero incidents in which PPAP was penalized by authorities for bribery, corrupt practices, competition law, or export control. Regarding tax compliance, PPAP acts in accordance with all applicable laws and regulations and did not receive any significant fines or non-monetary sanctions for non-compliance with tax laws and regulations.

Risk Management

Risk management is critical to the Company's strategy and operations. Our risk management system has been created in such a way that it ensures awareness of the risks that threaten the attainment of objectives. PPAP has been proactive in identifying various risks associated with its business, both internal as well as external, and has created a risk management system that allows for the regular and active monitoring of business activities to identify, assess, and reduce potential internal or external risks.



The Board of Directors has defined the roles and responsibilities along with the delegation to monitor and review the risk management plan with the Committee. As a precautionary measure, a risk management system has been put in place to minimize risks. Every proposal of a significant nature is screened and evaluated for the risks involved in it and then approved at various levels in the organization before implementation. The respective functional/business head(s) are entrusted with identifying, mitigating, and monitoring risk in their respective areas. The approach to managing and identifying risk is through interaction and involvement across the businesses, which helps our Company explore new opportunities and ideas.

We regularly engage with our strategic stakeholders and domain experts to identify and understand global risk trends and their impacts. Consequently, we also update our business models, execution strategies, and risk profiles occasionally. The respective functional/ business head(s) are entrusted with the responsibility of identifying, mitigating, and monitoring risk in their respective areas. Risk management forms an integral part of the management and is an ongoing process integrated with the operations. The Company's risk management processes focus on ensuring that risks are identified promptly, and mitigation action plan is formulated and executed timely.

Economic Performance

At PPAP Automotive, we know our customers expect more than just parts, they expect partners who understand where the industry is heading. As OEMs push for lighter, safer and more sustainable vehicles, we've stayed close to these shifting needs, shaping our manufacturing and innovation efforts around them. By staying attentive rather than reactive, we continue building the kind of reliability and trust that keeps our customers coming back and keeps us moving forward together.

Economic Value (INR Crores)	PPAP	Avinya Batteries	Elpis
Economic Value generated	542.03	14.64	29.95
Economic Value distributed	511.41	22.49	28.40
Operating costs	376.45	15.29	25.35
Employee wages and benefits	106.87	2.09	2.80
Payment to providers of Capital	19.45	5.11	0.11
Payment to government by country	8.43	-	0.14
Community Investment	0.20	-	-
Economic Value retained	30.63	-7.85	1.55

Defined benefit plan obligations and other retirement plans	PPAP	Avinya Batteries	Elpis
Gratuity and Leave Encashment (INR Crores)	15.95	0.19	0.20

Financial assistance received from government (Subsidy) (INR Crores)	PPAP
	352675

Information Technology

At PPAP, we recognize the transformative power of information technology in driving progress and enhancing efficiency across all sectors. With a steadfast commitment to innovation, we are continuously leveraging the latest advancements in technology to streamline our operations, deliver exceptional products and services, and create a positive impact in the communities we serve. Investing in robust IT infra structure is fundamental to our operations. We have made substantial investments in state-of-the-art hardware, software, and networking systems to ensure seamless connectivity and reliability. By maintaining a cutting-edge infrastructure, we empower our teams to collaborate effectively, optimize workflows and deliver superior outcomes for our customers.

One of the PPAP's priority areas is data privacy and information security, we safeguard vital information from threats, both internal and external, through the adoption of best practices in Information Security. The company adheres to data privacy policies and regulatory requirements, implementing robust information security controls., we prioritize safeguarding our information assets, ensuring privacy and reducing human risk through active technological transformations. We are aware of the constant threat of cyber-crimes in the perilous cyber environment we operate in, and we strive to reduce the security risks which adds great value to our customers and shareholders.

Being an ISO 27001-certified company, we have implemented Information Security Management System (ISMS) policies that undergo annual review and audit. In the reporting period, there were zero cases of privacy breaches and cybersecurity incidents. Additionally, we conduct awareness sessions to ensure that all employees are aware of the policies and procedures around information security.

Business Continuity

PPAP's strategy for continuing business in the event of a potential threat or disruption is to ensure the safety & security of all its employees and to continue critical business functions and delivery of services, thereby protecting shareholders' value, improving the govern-ance process, achieving the strategic goal and being well equipped for adverse situations.

PPAP has a well-defined risk, business continuity, and disaster management plan. The plan outlines all the contingencies along with the overall governance and monitoring of the business continuity function. Business continuity spans resources, people, processes and technology. Requisite training programs have been conducted for the teams to be prepared to respond to a crisis. Availability of emergency supplies ensured by respective entity in a planned way and exercised from time to time to check their preparedness. Most of the business functions are supported through automation with the help of technology.

BR. No. 50253605

Independent Assurance Statement

To the Management and Stakeholders of PPAP Automotive Limited

Deutsch Quality Systems (India) Private Limited (DQS) have been engaged by PPAP Automotive Limited to provide limited assurance over the PPAP Automotive Limited's Sustainability Report FY 2025-26. The engagement took place from July 2026 to October 2026 and concluded on October 06, 2026.

Objectives

The objective of this assurance engagement was to independently assess and express conclusions on underlying reporting processes and validate qualitative and quantitative claims, so as to limit misstatement and increase the overall credibility of the reported information and data.

Scope of Assurance

The assurance encompassed the entire PPAP Sustainability Report FY 2025-26 and focused on all figures, statements and claims related to sustainability during the reporting period 1, April 2025 to 31, March 2026. More specifically, this included:

- Non-financial statements, information and performance data contained within the Sustainability Report;
- PPAP's reported data and information as per the requirements of the Global Reporting Initiative Standards.

Information and performance data subject to assurance is limited to the content of the sustainability report only.

The assurance did not cover financial data, technical descriptions of buildings, equipment and production processes, non-material topics or other information not related to sustainability.

Assurance Criteria and Level of Assurance

The Sustainability report of PPAP has been self-declared to be 'in accordance with' the requirements of the GRI Standards 2021.

The Assurance activities were provided following the requirements of **Limited level assurance** in accordance with **ISAE 3000 (Revised):** International Standard on Assurance Engagements (Assurance on Non-Financial Information).

The assurance engagement is not a compliance audit and does not assess or evaluate compliance with applicable laws and regulations.

Responsibility

The management of PPAP Automotive Limited, the responsible party for this assignment, is responsible for the preparation and presentation of the Sustainability Report FY 2025-26. They are responsible for establishing and maintaining the internal controls and processes to ensure the collection, calculation, and reporting of accurate and reliable data for this sustainability report.

We, DQS India Private Limited, being the assessor of the report is responsible for expressing a limited level assurance conclusion based on the work performed regarding the accuracy and completeness of the data and information presented in the PPAP Automotive Limited Sustainability Report FY 2025-26.

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Assurance Quality control and Practices

We have applied International Standard on Quality Control 1 and accordingly maintain a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We have complied with the independence and other ethical requirements of the 'DQS India -Conflict of Interest and Code of Ethics Policy', which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior

Assurance Methodology

The assurance procedures and principles used for this engagement were drawn from the ISAE 3000 standard and methodology developed by DQS, which consists of the following steps:

1. Identifying statements and data sets, which are classified according to the relevant data owners and the type of evidence required for the verification process.
2. Carrying out interviews with key functional managers and data owners to understand the process for collecting, collating and reporting the subject matter as per the requirements of Global Reporting Initiative (GRI) Standard General disclosures as well as the following disclosures of the material topics:
    a. Environmental Indicators:
        i. Material (301-1, 301-2),
        ii. Energy (302-1, 302-2, 302-3, 302-4),
        iii. Water (303-1, 303-2, 303-3,303-4,303-5),
        iv. Emissions (305-1, 305-2, 305-3, 305-4, 305-7),
        v. Waste (306-1,306-2,306-3,306-4,306-5,306-6),
        vi. Supplier Environmental Assessment (308-1),
    b. Social Indicators:
        i. Employment (401-1, 401-2, 401-3),
        ii. Occupational Health and Safety (403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10),
        iii. Training & Education (404-1, 404-2),
        iv. Diversity & Equal Opportunity (405-1, 405-2),
        v. Supplier Social Assessment (414-1, 414-2),
    c. Economic Indicators:
        i. Economic Performance (201-1, 201-2, 201-3,201-4),
        ii. Market Presence (202-1,202-2),
        iii. Indirect economic impacts (203-1, 203-2),
        iv. Procurement practices (204-1),
        v. Anti-corruption (205-1, 205-2, 205-3),
        vi. Anti-competitive behavior (206-1),
        vii. Tax 2019 (207-1, 207-2, 207-3, 207-4),
3. Undertook analytical review procedures to support the reasonableness of the data, through onsite and remote audits, on a selective test basis, for the following sites:
    - PPAP Automotive Limited - Corporate Office - B-206 A, Sector-81, Phase-II Noida, District- Gautam Buddha Nagar, 201305 (U.P), INDIA.
    - PPAP Automotive Limited - Plant II - B-206 A, Sector-81, Phase-II Noida, District- Gautam Buddha Nagar, 201305 (U.P), INDIA.
    - PPAP Automotive Limited - Plant III-B-4, Site-V, UPSIDC, Kasna, Surajpur Industrial Area, Greater Noida, District-Gautam Buddha Nagar 201306 (U.P),INDIA.

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- PPAP Automotive Limited - Plant IV - SP-3/802, RIICO Industrial Area, Pathredi, Bhiwadi, District Alwar, 301707 (Rajasthan), INDIA.
- PPAP Automotive Limited - Plant V - G-24, 2nd Main Road, Sipcot Industrial Park, Vallam Vadagal A Village, Sriperumbudur Taluk, District- Kancheepuram, 602105 (Tamil Nadu), INDIA.
- PPAP Automotive Limited - Plant VI - Survey No. 866, Village Ukhlod, Taluka Viramgam, District Ahmedabad, 382150 (Gujarat), INDIA.
- ELPIS Automotives Private Limited –Registered office - 56, Okhla Industrial Estate Phase III , New Delhi- 110020, INDIA
- Avinya Batteries Limited- Avinya- B-45, Phase-II, Noida, Gautam Buddha Nagar, U.P-201305, INDIA

4. Assessing the collected information and providing recommendations for immediate correction where required or for future improvement of the report content.
5. Concluding after checking the revised report on its reliability and quality after implementation of the immediate corrections to meet requirements of the GRI standard.

Observations and Findings

In addition to providing limited assurance, we noted the following observations during our engagement:

- **Stakeholder Inclusivity:**
  We found no evidence of any key stakeholder groups being excluded from PPAP's stakeholder engagement process. PPAP has demonstrated a proactive and inclusive approach, ensuring that diverse stakeholder perspectives are considered throughout their sustainability strategy and reporting efforts.

- **Materiality:**
  We are not aware of any significant material issues concerning PPAP's sustainability performance that have been omitted from the report. PPAP has thoroughly identified and addressed relevant material sustainability topics, ensuring transparency and alignment with both stakeholder expectations and industry standards.

- **Responsiveness:**
  PPAP has established robust processes to effectively respond to stakeholder concerns and manage its material sustainability issues. However, the assessment was focused on the verification of the sustainability report and did not extend beyond the agreed scope of assurance.

- **Impact:**
  PPAP has implemented effective processes to measure, evaluate, and manage the environmental and social impacts associated with its operations. These processes are aligned with key performance indicators (KPIs) relevant to the nature of its business and identified material sustainability issues.

- **Reliability:**
  Data management systems are established and centralized for the collection and calculation of data associated with material sustainability topics. These systems provide an adequate foundation for the reliability of the reported data, though certain operational data depend on measurement arrangements at the site level.

BR. No. 50253605

Limitations and Exclusions

The following limitations should be noted:

- This limited assurance engagement relies on a risk-based selected sample of sustainability data and the associated limitations that this entails.
- The reliability of the reported data and information are dependent on the accuracy of metering and other production measurement arrangements employed at site level, which were not addressed as part of this assurance.
- This independent statement should not be relied upon to detect all errors, omissions, or misstatements that may exist.
- Level 1 evidence shall represent the **initial point of data recording**, such as logbooks, SAP records, meter readings, or other primary source records. MS Excel worksheets are considered **Level 2 evidence** and therefore cannot be treated as Level 1 evidence unless supported by the corresponding primary records.

Conclusion

Based on the procedures performed and evidence obtained, nothing has come to our attention that causes us to believe that the PPAP Sustainability Report for FY 2025–26, prepared 'in accordance with' the Global Reporting Initiative (GRI) Standards, is not, in all material respects, fairly stated.

Statement of Independence, Integrity, and Competence

DQS ensures that appropriately qualified individuals are selected for assurance engagements based on their qualifications, training, and experience. The outcome of all verification and assurance assessments is internally reviewed by senior management to ensure a rigorous and transparent approach is consistently applied. DQS provided assurance services to review PPAP's sustainability data and processes, ensuring alignment with relevant ISO standards and risk management principles. The assurance assessments are the only work undertaken by DQS for PPAP, thus safeguarding our independence and impartiality throughout the engagement.

On behalf of the assurance team

06 October 2026

Bengaluru, India



Dr. Murugan Kandasamy

CEO & Managing Director

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Annexure

GRI Context Index

Statement of use	PPAP Automotive Limited has reported in accordance with the GRI Standards for the period 1st April 2025 to 31st March 2026.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	-

GRI Standard / Other Source	Disclosure	Location	Omission
General Disclosures			
GRI 2: General Disclosures 2021	2-1 Organizational details	Page No. 4,5, 10-13	
	2-2 Entities included in the organization's sustainability reporting	Page No. 5	
	2-3 Reporting period, frequency, and contact point	Page No. 5	
	2-4 Restatements of information	Page No. 21 (Net Zero target year)	
	2-5 External assurance	Page No. 68	
	2-6 Activities, value chain and other business relationships	Page No. 14-17, 44-45	Suppliers and customers are our major business relations
	2-7 Employees	Page No. 49	
	2-8 Workers who are not employees	Page No. 49	
	2-9 Governance structure and composition	Page No. 62	
	2-10 Nomination and selection of the highest governance body	Page No. 63	
	2-11 Chair of the highest governance body	Page No. 64	
	2-12 Role of the highest governance body in overseeing the management of impacts	Page No. 64	
	2-13 Delegation of responsibility for managing impacts	Page No. 65	
	2-14 Role of the highest governance body in sustainability reporting	Page No. 64	
	2-15 Conflicts of interest	Page No. 64	
	2-16 Communication of critical concerns	Page No. 64	
	2-17 Collective knowledge of the highest governance body	Page No. 64	
	2-18 Evaluation of the performance of the highest governance body	Page No. 65	
	2-19 Remuneration policies	Page No. 65	
	2-20 Process to determine remuneration	Page No. 65	

	2-21 Annual total compensation ratio	Page No. 65	
	2-22 Statement on sustainable development strategy	Page No. 20	
	2-23 Policy commitments	Annual Report Page No. 103	
	2-24 Embedding policy commitments	Annual Report Page No. 103	
	2-25 Processes to remediate negative impacts	Annual Report Page No. 100	
	2-26 Mechanisms for seeking advice and raising concerns	Annual Report Page No. 100	
	2-27 Compliance with laws and regulations	Page No. 67	
	2-28 Membership associations	-	
	2-29 Approach to stakeholder engagement	Page No. 25	
	2-30 Collective bargaining agreements	-	We do not have any union at our facility. However, we support the formation of labor union as per the legal regulations
Material topics			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Page No. 22 (No change in material topics from last year)	
	3-2 List of material topics	Page No. 23	
Economic performance			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page No. 22-23	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Page No. 67	
	201-2 Financial implications and other risks and opportunities due to climate change	Not Applicable	
	201-3 Defined benefit plan obligations and other retirement plans	Page No. 67	
	201-4 Financial assistance received from the government	Page No. 67	
Market presence			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page No. 22-23	
GRI 202: Market Presence 2016	202-1 Ratios of standard entry-level wage by gender compared to local minimum wage	N/A	
	202-2 Proportion of senior management hired from the local community	N/A	

Indirect economic impacts			
GRI 3: Material Topics 2021	3-3 Management of material topics	-	The company has not undertaken any infrastructure investment or services impacting on the local community.
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	-	
	203-2 Significant indirect economic impacts	-	
Procurement practices			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page No. 22-23	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Annual Report Page No. 122	
Anti-corruption			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page No. 22-23	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Annual Report Page No. 123	
	205-2 Communication and training about anti-corruption policies and procedures	Annual Report Page No. 123	
	205-3 Confirmed incidents of corruption and actions taken	Annual Report Page No. 123	
Anti-competitive behavior			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page No. 22-23	
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Annual Report Page No. 123	
Tax			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page No. 22-23	
GRI 207: Tax 2019	207-1 Approach to tax	Annual Report Page No. 170	
	207-2 Tax governance, control, and risk management	Annual Report Page No. 170	
	207-3 Stakeholder engagement and management of concerns related to tax	Annual Report Page No. 170	
	207-4 Country-by-country reporting	Annual Report Page No. 191-192	

Materials			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page No. 22-23	PPAP supplies to Original Equipment Manufacturers (OEMs) and there is no direct visibility of the end user, hence reclamation of product is not possible.
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Page No. 43	
	301-2 Recycled input materials used	Page No. 43	
	301-3 Reclaimed products and their packaging materials	-	
Energy			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page No. 22-23	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Page No. 33	
	302-2 Energy consumption outside of the organization	Not Applicable	
	302-3 Energy intensity	Page No. 33	
	302-4 Reduction of energy consumption	Page No. 36	
	302-5 Reductions in energy requirements of products and services	-	Product specifications are controlled by customers
Water and effluents			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page No. 22-23	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Page No. 23	
	303-2 Management of water discharge-related impacts	Page No. 38	
	303-3 Water withdrawal	Page No. 39	
	303-4 Water discharge	-	
	303-5 Water consumption	-	
Biodiversity			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page No. 22-23	
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Not Applicable	
	304-2 Significant impacts of activities, products and services on biodiversity	Not Applicable	
	304-3 Habitats protected or restored	Not Applicable	
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Not Applicable	
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Not Applicable	

Emissions			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page No. 22-23	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Page No. 34	305-1 c; Not applicable as no combustion or biodegradation of biomass at our units.
	305-2 Energy indirect (Scope 2) GHG emissions	Page No. 34	
	305-3 Other indirect (Scope 3) GHG emissions	Not Applicable	
	305-4 GHG emissions intensity	Page No. 35	
	305-5 Reduction of GHG emissions	-	
	305-6 Emissions of ozone-depleting substances (ODS)	-	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Page No. 37	
Waste			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page No. 22-23	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	-	
	306-2 Management of significant waste-related impacts	Page No. 22-23	
	306-3 Waste generated	-	
	306-4 Waste diverted from disposal	Page No. 41	
	306-5 Waste directed to disposal	Page No. 41	
Supplier environmental assessment			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page No. 22-23	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Page No. 45	
	414-2 Negative social impacts in the supply chain and actions taken	Page No. 45	
Employment			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page No. 22-23	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Page No. 49	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page No. 51	
	401-3 Parental leave	Page No. 50	

Labor/management relations		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page No. 22-23
GRI 402: Labor /Management Relations 2016	402-1 Minimum notice periods regarding operational changes	-
Occupational health and safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page No. 22-23
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Page No. 54-55
	403-2 Hazard identification, risk assessment, and incident investigation	Page No. 55
	403-3 Occupational health services	Page No. 55
	403-4 Worker participation, consultation, and communication on occupational health and safety	-
	403-5 Worker training on occupational health and safety	Page No. 53
	403-6 Promotion of worker health	-
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	-
	403-8 Workers covered by an occupational health and safety management system	Page No. 55
	403-9 Work-related injuries	Page No. 55
	403-10 Work-related ill health	-
Training and Education		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page No. 22-23
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Page No. 53
	404-2 Programs for upgrading employee skills and transition assistance programs	-
	404-3 Percentage of employees receiving regular performance and career development reviews	-
Diversity and equal opportunity		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page No. 22-23
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Page No. 62
	405-2 Ratio of basic salary and remuneration of women to men	-

Non-discrimination			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page No. 22-23	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Annual Report Page No. 115	
Freedom of association and collective bargaining			
GRI 3: Material Topics 2021	3-3 Management of material topics	-	We do not have any union at our facility. However, we support the formation of labor unions as per the legal regulations.
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	-	
Child labor			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page No. 22-23	
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Annual Report Page No. 116	
Forced or compulsory labor			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page No. 22-23	
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Annual Report Page No. 116	
Security practices			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page No. 22-23	
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Annual Report Page No. 114	
Rights of Indigenous people			
GRI 3: Material Topics 2021	3-3 Management of material topics	-	
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	-	
Local communities			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page No. 22-23	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Page No. 56-57	

	413-2 Operations with significant actual and potential negative impacts on local communities	-	
Supplier social assessment			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page No. 22-23	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Page No. 45	Avinya Batteries suppliers exempted
	414-2 Negative social impacts in the supply chain and actions taken	Page No. 45	
Public policy			
GRI 3: Material Topics 2021	3-3 Management of material topics	-	PPAP is currently not engaged in public advocacy.
GRI 415: Public Policy 2016	415-1 Political contributions	-	
Customer health and safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	-	Our product does not pertain to any health and safety concerns on product. No incidents of non-compliance concerning the health and safety impacts of products and services has been reported during the reporting period.
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	-	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	-	
Marketing and labeling			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page No. 22-23	
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Annual Report Page No. 123	
	417-2 Incidents of non-compliance concerning product and service information and labeling	Annual Report Page No. 123-124	
	417-3 Incidents of non-compliance concerning marketing communications	Annual Report Page No. 123-124	
Customer privacy			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page No. 2-23	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	-	

PPAP AUTOMOTIVE PARTS

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