



For a better tomorrow



CIRCULARITY. CULTURE. CONSCIENCE.

The blueprint for a sustainable tomorrow

Sustainability Report 2023-24

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To know more about the company, log on to www.cmr.co.in

Forward Looking Statement

This report may contain forward looking statements which can be identified by specific terminology such as 'anticipates', 'believes', 'estimates', 'expects', 'intends', 'may', 'plans', 'should', 'could', 'will', or negative variations. These statements are subject to risks and opportunities beyond the Company's control, or the Company's current beliefs and assumptions about future events. The actual performance of the Company may differ from expected outcomes stated in this report. There is no guarantee that future results will be achieved as envisaged.

ABOUT THE REPORT

CMR Green Technologies Ltd. is proud to present our latest Sustainability Report, detailing our journey from April 1, 2023, to March 31, 2024. This edition builds on our 2023 publication, reflecting the deep integration of sustainability into every facet of our operations. Our report not only highlights key achievements but also provides a comprehensive overview of how environmental, social, and governance (ESG) principles are now fundamental to our long-term business strategy. Guided by our **3C Sustainability Strategy—Circularity, Culture, Conscience**—we ensure that our efforts are both impactful and purpose-driven. At CMR Green Technologies Ltd., sustainability goes beyond a commitment—it's a core value that shapes our vision for the future, ensuring that we create lasting value for all our stakeholders.

Reporting Framework

This report adheres to the 'in accordance with' methodology of the 2021 Global Reporting Initiative (GRI) Sustainability Reporting Standards, providing a comprehensive view of our performance across key sustainability dimensions—environmental, social, governance (ESG), and economic. The development of this report was guided by a careful assessment of all pertinent topics, ensuring a seamless alignment between standard and specific disclosures and the Sustainable Development Goals (SDGs). Our reporting is grounded in principles of materiality, stakeholder inclusiveness, sustainability context, and completeness, delivering a transparent, accurate, reliable, and fair portrayal of our sustainability initiatives.

The report offers valuable insights into our Stakeholder Engagement initiative, outlining the process of identifying and prioritizing key issues that matter most. Additionally, the GRI Content Index, which includes GRI indicators and their corresponding locations within the report, is available from page 103-110.

Scope and Boundary

This report presents a comprehensive analysis of CMR Green Technologies Ltd.'s ESG performance, with a focus on our operations across India. It incorporates financial and operational data from all 12 of our manufacturing facilities, including four plants established through strategic joint ventures with esteemed Japanese partners: Toyota Tsusho Corporation and Nikkei MC Aluminum. The report notes that while most operations remained stable, one plant in Gurugram was discontinued. The Company continues its operations at the CMR ECO plant in Tirupati, Andhra Pradesh. Apart from the closure of the Gurugram plant, there were no other changes to the organization or supply chain during this time, with no mergers, acquisitions, or disposals affecting our operational structure.

In FY24, a key update was made to the emissions factor (EF) used for Scope 3 Category 1 emissions related to aluminum scrap. Unlike FY23, where the EF was based on publicly available sources, the revised EF for FY24 was directly sourced from our supplier, ensuring greater accuracy and relevance. This adjustment resulted in a 2.19% decrease in Scope 3 emissions for FY23, reflecting our commitment to enhancing the precision of emissions reporting and adhering to best practices in data transparency.

Furthermore, the water withdrawal data for FY23 has been revised, showing a 23.76% increase, ensuring enhanced accuracy in our environmental performance metrics. Additionally, this year, we have incorporated Alcool Powder and Dana 3mm (a by-product) into our waste table, which has been restated accordingly in this report. These materials are recycled through an open-loop process. Furthermore, Carbon Fly Ash has now been classified as non-hazardous waste, aligning with our commitment to sustainable waste categorization and management.

This report highlights our continuous efforts to align operations with sustainability goals while maintaining transparency and accountability.

Audience

This report serves as a vital channel for conveying our steadfast commitment to Environmental, Social, and Governance (ESG) principles, along with our performance in these areas, to a broad

spectrum of stakeholders. This includes our valued employees, contractors, investors, customers, suppliers, the community, and government entities, as well as others who may be impacted by, have an interest in, or can influence our operations. Our goal is to extend the reach of our ESG Report to a broader audience, fostering transparency and encouraging active engagement.

Data

This report discloses ESG data for the fiscal year 2023-24, in alignment with GRI Standards. It covers performance across various ESG parameters, with all measurements presented in the metric system and INR, unless stated otherwise. The data is sourced from reliable digital and manual records maintained by the relevant business units within the report's scope, ensuring thorough review for completeness and accuracy.

Names and Designations

For ease of presentation and readability, CMR Green Technologies Ltd. is denoted as "CMR", "the Company" or "we/us" throughout this report, depending on the contextual relevance.

Contact details

Your interest is valued, and we extend a warm invitation for feedback on the information presented herein.

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Access to Report

This report is available for download on CMR Green Technologies Ltd. Limited official [Website](#).

External Assurance

The report has been independently verified by Carbon Check, an external assurance provider. The assurance statement is provided in the annexure.

LEADERSHIP MESSAGE



In our evolving response to changes, CMR has devised a strategy around 3 factors which we know to be the foundation stones of any contemporary organization. We have named it 'CMR's 3 Cs Strategy' encompassing Circularity, Culture, Conscience.



Dear Stakeholders,

In our journey towards becoming a more sustainable organization, we have crossed another year and in the true spirit of transparency, I am pleased to place our third Sustainability Report for the year FY23-24.

I use the word 'journey' very advisedly because becoming sustainable is a dynamic process, whose criteria are being constantly updated in response to socio-economic changes, technical advances, governance standards and emerging environmental concerns. CMR as an organization is alive to all these concerns and has been actively pursuing strategies which will help us to anticipate, understand and adapt to these changes.

Our report has been prepared in accordance with the GRI Universal Standards 2021, and we have made it comprehensive by including a holistic view of our organization, covering each major area affected by our ESG practices. The critical goals and targets have been extensively covered and our achievements against these targets have also been depicted so that the report gives a fair idea of the results which our efforts are yielding. This is being done to ensure that our stakeholders have a true and complete picture of the organization's direction, which is one of the essential features of good and ethical governance practices.

In our evolving response to changes, CMR has devised a strategy around 3 factors which we know to be the foundation stones of any contemporary organization. We have named it 'CMR's 3 Cs Strategy' encompassing **Circularity, Culture, Conscience.**

At CMR, we promote **Circularity**, efficient resource usage (including water and raw materials), reduction of GHG emissions and waste generation. We constantly measure and monitor our resource use and the effects on the environment arising out of them. We use our knowledge and expertise to reduce the negative impacts on the environment and leverage the potential positive impacts to create a more sustainable way of working. For doing so, we are constantly and extensively carrying out technical upgrades and are also undertaking R&D initiatives to integrate emerging clean technologies with our operations.

The effect of our efforts has resulted in increase of the renewable energy from Solar PVs, avoidance of 8,728 tCO₂e additional emission from liquid metal supply and maintaining of percentage recycled input materials used in primary products and services at more than 95% - thereby promoting circular economy.

We have taken deliberate and planned steps to improve our performance in critical environmental areas like emissions, solid-waste generation, hazardous waste generation,

and greenhouse gas (GHG) emissions, leading to the following improvements:

Water consumption intensity decreased by 12.85% w.r.t previous year

Generation of Renewable electricity to Total Electricity increased

Being aware of the possible climate threats and the escalating worries about climate change, we are working on formulating a comprehensive plan to address the risks and opportunities arising out of climate change in line with the recommendations made by the Task Force on Climate-related Financial Disclosures (TCFD).

Culturally, CMR has always believed in 'People First' approach which is also embodied in our core values as 'Care & Trust'. It is my firm belief that prioritizing people helps the organization in becoming more resilient and understanding and leads to more coordinated and focused teamwork.

We recognise that in addition to physical considerations, social and psychological elements can also impact the general wellbeing of our workforce. Our aim remains to be a workplace with "Zero Accidents" and we will achieve this through a comprehensive health and safety management system in accordance with our set standards.

It is a matter of great satisfaction to me that our conscious efforts in promoting diversity, equity and inclusivity in the organization have been noted and two prestigious certifications have been awarded to CMR very recently. We have been recognized as "India's Best Workplaces in Manufacturing – 2025 in Mid-size Category" and I am particularly proud that we are recognized as one of the "Most Preferred Workplace for Women 2024-25". These certifications

will motivate us further to continue our initiatives in making CMR the Best Place to Work.

Recognized among India's Best Workplaces in Manufacturing – 2025 in Mid-size Category

Recognised as "Great Place to Work" for the 2nd time

Awarded with prestigious "Most Preferred Workplace for Women 2024-25"

CMR's focus on **Conscience** is demonstrated by upholding the highest standards of ethics and expertise. We have created robust reporting systems and policies for our stakeholders to raise concerns and monitor how our actions measure up against the best standards of E,S,G. My gratitude is due to our Board, who have always been the guiding light towards creating a strong governance structure that encourages ethical behaviour, responsible use of resources and sustainable development.

CSR spent increased 30% over the last year

I hope this Report will engage, educate and encourage every stakeholder to tread this path of sustainability with CMR. This report is as much a record of our past efforts as it is our sacred commitment 'For a Better Tomorrow', for the planet we inhabit and the world we shall inherit to our future generations.

Regards,

Mohan Agarwal
Managing Director



KEY HIGHLIGHTS



16.17%
increase in liquid metal supply

8728 tCO₂e
additional emission avoided in
FY24 from liquid metal supply as
compared to FY23

95%
of recycled input material used in
manufacturing

Renewable electricity to Total
Electricity increased by

27.25 %

Our facilities ensure SPM emissions
stay below

50 mg/Nm³

with advanced pollution controls

Overall Emission intensity
(Scope 1+2+3) decrease by

13.22%

Water consumption intensity
decreased by

12.85 %

968 KL

of Water saved through enhanced
water circularity measures

Employee satisfaction score
increased from

82% to 91%

CSR spent increased

30%

over the last year

LTIFR decreased by

34%

100%

of products undergo quality testing
before shipment

LTIFR for permanent employees
has been

zero

for past four years

CMR AT A GLANCE

Rapid Growth, Technological Advancements, and Industry Leadership

CMR Group, established in 2006 with its first plant in Tatarpur near New Delhi, has grown to become India's largest producer of aluminium and zinc die-casting alloys, with a combined annual capacity of approximately 4,80,000 MT.

The company has achieved rapid growth by leveraging cutting-edge technologies such as regenerative burners, baghouses, pump furnaces, de-coaters, rotary sieves, and advanced sorting systems. By strategically positioning its plants near major Original Equipment Manufacturers (OEMs), CMR follows a radial network structure that results in significant cost savings and fosters strong customer relationships.

As per a recent McKinsey Report, CMR has established itself as a trailblazer in the global metals industry, being the only Indian company to feature in the global top 20 based on installed capacity as of 2023. Ranked 16th globally and 6th largest outside of China, this recognition underscores the company's exceptional growth trajectory and its ability to compete with leading international players. Domestically, CMR's dominance in the liquid secondary aluminium market is unparalleled, with a commanding market share of more than

70%. This leadership position reflects its unmatched ability to cater to the growing demand for high-quality secondary aluminium, a critical material in various industries including automotive and manufacturing.

In the automotive secondary aluminium market, CMR further cements its status as an industry leader, holding a significant 30-35% market share. This share is more than four times larger than its nearest competitor, a testament to the company's

superior technical capabilities, robust supply chain, and deep understanding of customer needs. Beyond its operational and market achievements, CMR distinguishes itself through its unwavering commitment to sustainability. As the only Indian player in the sector to undertake comprehensive ESG reporting, CMR exemplifies a forward-thinking approach to business, integrating environmental stewardship, social responsibility, and governance excellence into its core operations.



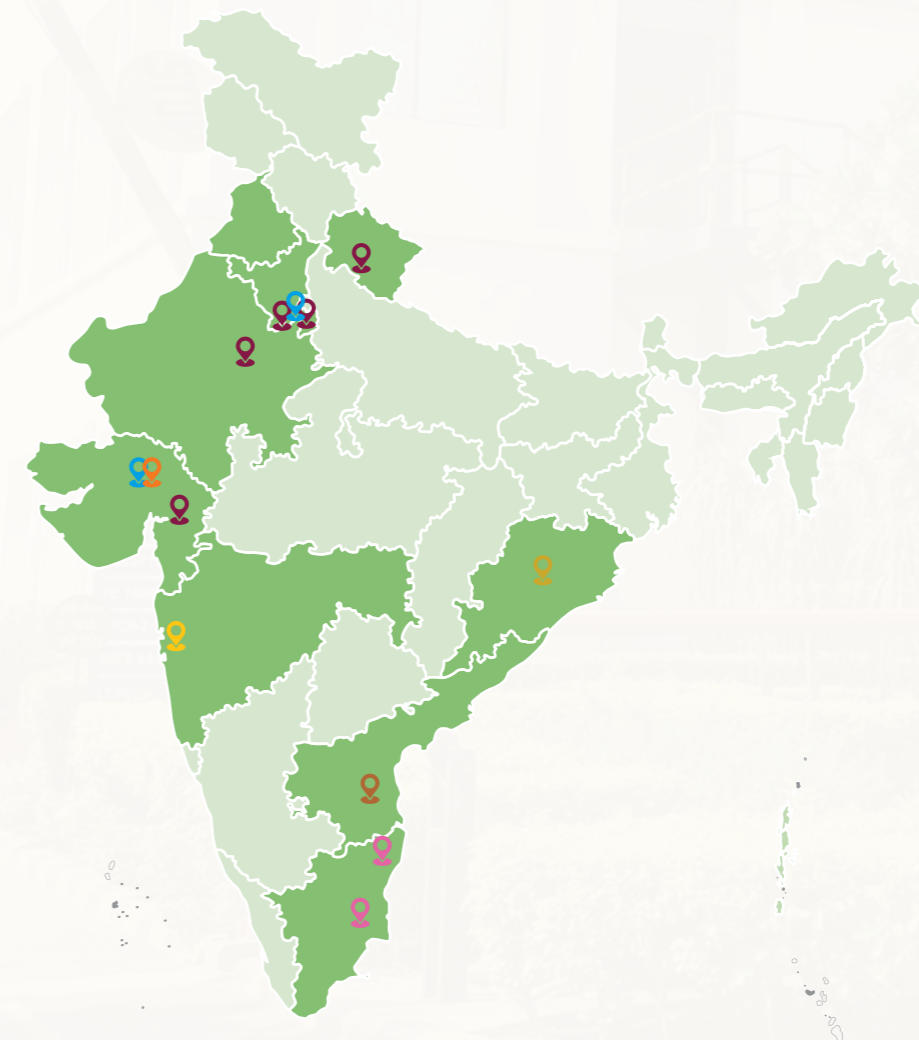
Expansion, Sustainability, and Future Outlook

CMR operates 11 manufacturing plants, including four joint ventures with Toyota Tsusho Corporation and Nikkei MC Aluminium. In 2024, CMR, being proficient in Aluminium recycling, has endeavoured into the wrought Aluminium Alloy recycling by setting up a state-of-art plant at

Tirupati, Andhra Pradesh. This is India's first recycled wrought Aluminium plant.

By prioritizing environmentally responsible practices and reducing carbon emissions through advanced technologies, CMR aims

to lead the aluminium recycling industry in India. This strategic focus on both growth and sustainability positions CMR to remain at the forefront of the sector, contributing to the development of a more circular economy.



CMR

- Palwal, Haryana
- Haridwar, Uttarakhand
- Bhiwadi, Rajasthan
- Manesar, Haryana
- Halol, Gujarat

CMR Nikkei

- Bawal, Haryana
- Vanod, Gujarat

Nikkei CMR

- Pune, Maharashtra

CMR Toyotsu

- Sriperumbudur, Tamil Nadu
- Vallam, Tamil Nadu

CMR Aluminum

- Vanod, Gujarat

CMR ECO

- Tirupati, Andhra Pradesh

Upcoming Plant

- Sambalpur, Odisha

Map not to scale, for representation purpose only



VISION



MISSION

To be the Global Leader in recycling, delivering sustainable value to all Stakeholders while continuing to contribute to the environment.

By 2025, CMR Group will grow 3X in revenue by expanding and diversifying into various forms of recycling and in exports. CMR Group will continuously endeavor to delight customers, imbibe latest technologies, reduce cost, enhance quality, contribute to environment and become the Best Place to Work.



VALUES



INTEGRITY

At CMR Group, integrity means embodying honesty and fairness in every action and decision. We adhere to the highest standards of professionalism, encompassing not only financial and intellectual integrity but all forms of ethical conduct. For us, integrity is characterized by being ethical, truthful, righteous, transparent, virtuous, and respectful. We strive to act with fairness and openness, maintaining a commitment to high moral standards and professionalism in all our operations.



CUSTOMER OBSESSION

At CMR Group, customer obsession is at our core. We believe our success is a direct result of our customers' success and are dedicated to exceeding their expectations with exceptional experiences. Our focus on unparalleled quality ensures unmatched satisfaction, while our proactive approach to technology and production guarantees timely delivery. We prioritize building enduring, trust-based relationships, driving long-lasting value for our customers.



COMMITMENT

At CMR Group, commitment means delivering on our promises and being accountable for our actions and decisions. We ensure that we provide value to all stakeholders by taking extreme ownership and responsibility for achieving our goals. Our commitment is reflected in our discipline, results-orientation, self-confidence, and reliability. No matter the challenge, we stand by our dedication to meet our objectives and uphold our promises.



SPEED

At CMR Group, being a step ahead means responding to both internal and external customers with a sense of urgency. We continuously strive to meet deadlines early and optimize organizational efficiencies by choosing the best rhythm. Our approach is characterized by decisiveness, quick response times, agility, accelerated processes, advanced planning, and a proactive mindset, ensuring we stay ahead of challenges and opportunities.



EXCELLENCE

At CMR Group, excellence is driven by fearlessness and simplicity. We believe that excellence is not a destination, but a continuous journey shaped by our choices and mindset. By focusing on details, maintaining consistency, and fostering a strong desire for improvement, we aim for perfection and distinction. Our commitment to excellence involves simplifying processes and striving for the highest standards in everything we do.



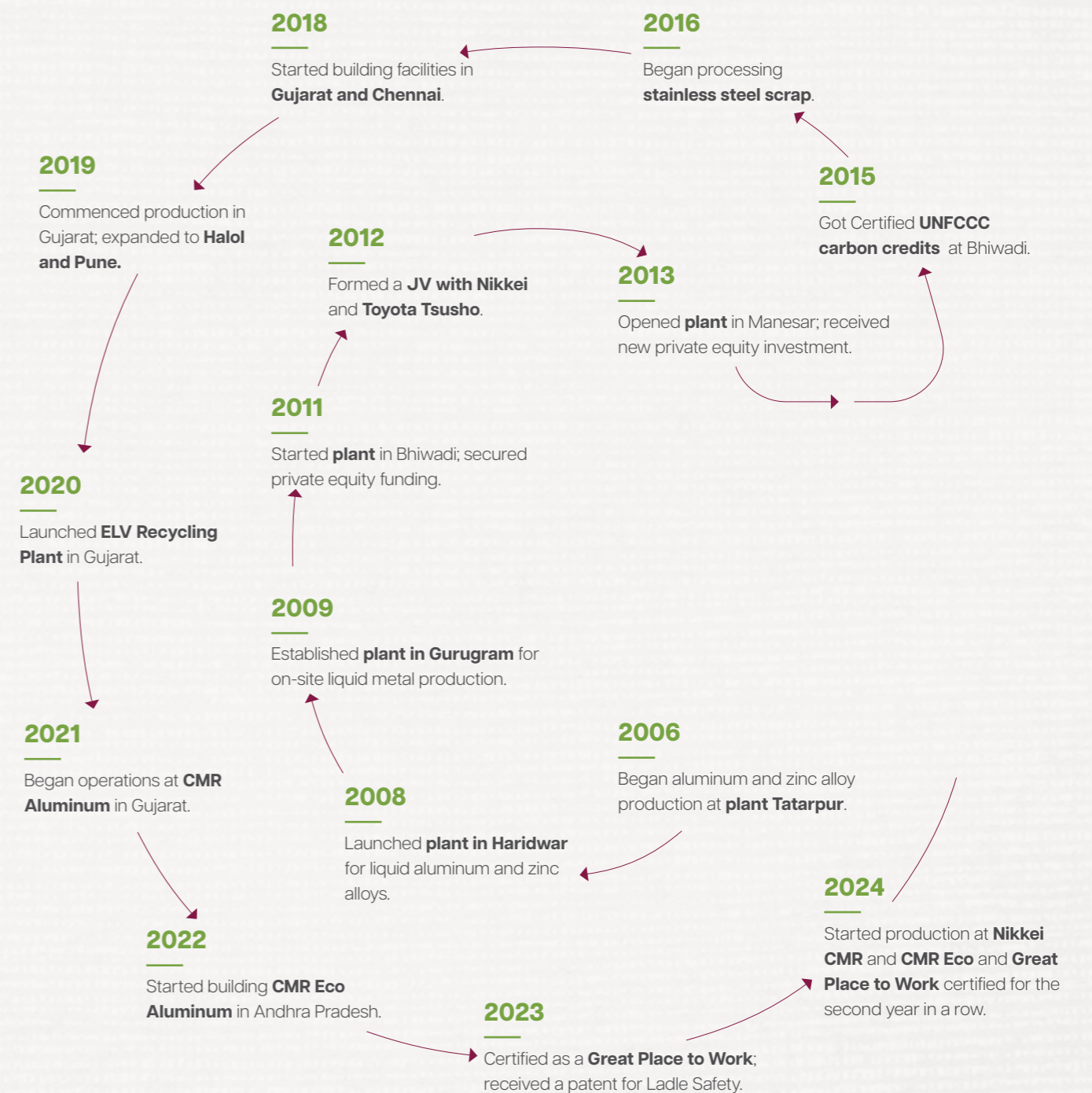
CARE & TRUST

At CMR Group, care and trust are central to our operations. We are committed to contributing to the growth and development of our stakeholders and the environment we operate in. We believe that our growth is intrinsically linked to the growth of our employees. Our approach is characterized by compassion, protection, conscientiousness, and active involvement. We strive to create joy at work and foster faith in our relationships and processes.

MILESTONES OF EXCELLENCE

Over the years, we've marked significant milestones in our journey of excellence, underpinned by a strong commitment to sustainability. Since initiating aluminum and zinc alloy production in 2006, we've expanded our operations with a focus on reducing environmental impact.

From forming strategic partnerships to achieve UNFCCC carbon credits and processing stainless steel scrap, our efforts reflect a dedication to both innovation and ecological stewardship. Our expansion, including new facilities and groundbreaking patents, not only enhances our capabilities but also aligns with our goal of fostering a sustainable future. Each achievement underscores our commitment to excellence and responsible growth in the industry.



WHAT WE PROVIDE

Aluminum Alloy (Ingot)



With over 19 years of industry experience, CMR Green, in collaboration with Toyota Tsusho Corporation and Nikkei MC Aluminium, stands as a leader in providing high-quality aluminium alloys. Our team of over 500 dedicated professionals ensures the delivery of products that meet diverse industrial standards. We proudly serve more than 100 satisfied customers.

Aluminium companies in India produce aluminium ingots from melted metal, available in various sizes and visual characteristics. Aluminium, the second most used metal globally after iron, drives meticulous mining and processing. Our aluminium alloys, which include secondary, cast, and alloy ingots, are designed with added metals like manganese, copper, and zinc to improve machinability, corrosion resistance, and strength.

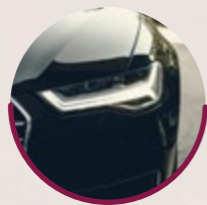
Applications of Aluminum Ingots

CMR Green's aluminium ingots are essential across a broad spectrum of industries:



AEROSPACE

Used in the construction of airframes and aircraft engines due to their strength and lightweight properties.



AUTOMOTIVE

Integral in manufacturing vehicle parts, including machinery and components.



CONSTRUCTION

Utilized in the creation of doorways, siding, roofing materials, and window frames.



PACKAGING

Employed in the production of cans and other packaging materials.



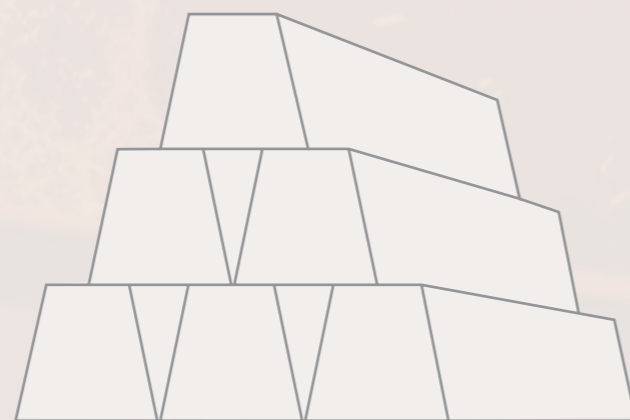
ELECTRICAL

Used as a conductive material in various applications.



DECORATIVE ITEMS

Used to create a variety of decorative objects.



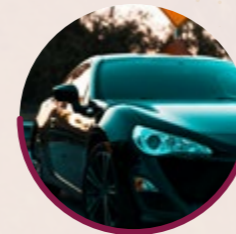
Zinc Alloy



CMR Green specializes in producing high-quality zinc alloys, known for their strength, durability, and resistance to corrosion. These alloys, primarily composed of zinc combined with elements like copper and aluminium, are manufactured through a precise alloying process to achieve exceptional properties such as dimensional stability and castability. CMR's advanced capabilities include die casting, extrusion, and machining, ensuring top-tier products. Zinc alloys also offer benefits like energy-efficient production, recyclability, and antimicrobial properties, making them an ideal choice for sustainable and reliable applications.

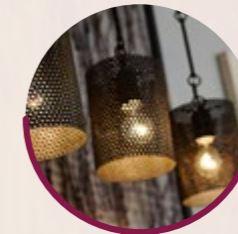
Applications of Zinc Alloys

Zinc alloys from CMR Green are widely used across various industries due to their versatile properties:



AUTOMOTIVE

Essential for manufacturing durable vehicle parts.



ELECTRICAL COMPONENTS

Used in the production of high-performance electrical fittings.



HOME FITTINGS

Ideal for creating strong, corrosion-resistant home fixtures.



CONSUMER GOODS

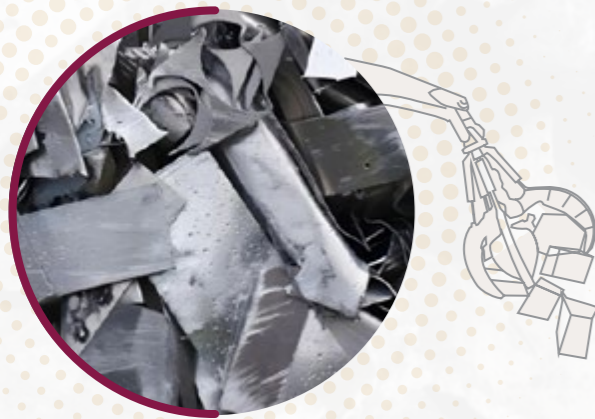
Utilized in everyday products for their strength and reliability.

Aluminum Alloy (Liquid)



CMR Green provides ready-to-use liquid aluminium alloy delivered directly to customers' production lines, offering significant advantages. For customers, this approach leads to substantial cost savings and process simplification, eliminating burning and melt loss while reducing fuel consumption, repair and maintenance costs, manpower expenses, electricity usage, and inventory carrying costs. Additionally, this method benefits the environment by conserving resources and reducing CO₂ emissions, aligning with sustainable practices.

Stainless Steel Recycling



CMR Green specializes in stainless steel recycling. At our recycling facility, stainless steel is meticulously sorted, shredded, and refined to remove impurities and ensure high-quality recovery.

Benefits of Recycling Stainless Steel



Cost Savings

Recycling stainless steel is less expensive than producing new steel, leading to significant financial benefits.



Environmental Benefits

Reduces energy consumption and raw material use compared to new steel production.



High Recycling Value

Due to its durability and versatility, stainless steel maintains high value in the recycling market.



Sustainability

Contributes to environmental sustainability by efficiently utilizing resources and minimizing environmental impact.

Industries We Serve

Our aluminum ingots and alloys are renowned for their quality, reliability, and innovation, earning the trust of sectors like the automobile industry by consistently meeting their high standards.



AEROSPACE



AUTOMOTIVE



CHEMICAL



CONSTRUCTION



ELECTRICAL



MARINE



OIL



PETROLEUM

Non-Ferrous Commodity Sales

We offer a diverse range of scrap materials, including copper, brass, magnesium, and lead. Our high-quality scrap, sourced from various industrial and consumer products, is processed to meet stringent standards. By providing valuable recycling resources, we help reduce waste, conserve resources, and support sustainable practices across industries.

Scrap	Overview	Industries we Serve
 Copper Scrap	Copper scrap is a crucial resource in recycling, especially in India, where it aids in reducing waste and promoting sustainability. Recycled copper scrap is vital for maintaining supply and balancing the market, with premium-grade material retaining up to 95% of the value of newly mined copper.	Building construction, electrical grids, electronic products, transportation equipment, home appliances, renewable energy, electric vehicles, high-tech products
 Brass Scrap	Brass, an alloy of copper and zinc, is known for its corrosion resistance, versatility, and bacterial resistance. Commonly used in locks, hinges, zippers, and electrical sockets, brass gained popularity for its affordability during World War II. Today, nearly 90% of brass alloys are recycled, continuing a long history of use.	Electrical, Building and Construction, Automotive, Oil, Power
 Magnesium Scrap	Magnesium scrap, a valuable resource in India, is prized for its lightweight and high strength-to-weight ratio. It's widely used in automotive and aerospace applications. Indian suppliers provide quality magnesium scrap that meets international standards for performance and safety.	Primary aluminium smelters, Automotive, Aerospace, Electronics
 Lead Scrap	Lead, valued for its malleability, corrosion resistance, and electrical conductivity, is widely used across industries. Lead scrap, primarily from used batteries and cables, is vital for recycling. India's lead reserves make up about 2.5% of the global total, with authorized recyclers processing around 2.1 million metric tonnes annually. Recycling helps meet demand, reduces environmental impact, and conserves resources.	Battery, Automobile



Customer Satisfaction

Over 200 satisfied customers in India and overseas



Quality Assurance

The materials are handpicked from imported sources, ensuring high quality.



Availability

High volume availability consistently across India.



Pan India Presence

Dedicated facilities in north, west & south India



Efficient Process

A digitized and transparent process ensures ease in bidding & smooth transaction



Traceability

Materials are packed in standardized Jumbo bags & barcoded for complete back traceability.



Experience

With 17 years of experience, the team is well-versed in this field.



Dedicated Staff

A workforce of over 500 dedicated staff member.

MATERIALITY - FOCUSING ON WHAT TRULY MATTERS

At CMR Group, we understand that ensuring the long-term sustainability and growth of our business depends on recognizing and addressing the social, environmental and governance impacts we create. As India's largest producer of aluminum and zinc die-casting alloys, it is critical for us to evaluate the risks and opportunities associated with Environmental, Social, and Governance (ESG) matters. We value the input of our stakeholders on these issues, as their insights help guide where we should focus our sustainability efforts. By addressing the most important ESG topics, we aim to enhance both our business performance and our contributions to sustainable development.

To effectively prioritize key topics, we conduct a thorough sustainability materiality assessment, following global best practices such as the 2021 GRI Universal Standards. Building on the insights from our 2022 materiality assessment, this year we strategically refined our framework to enhance relevance and precision. The assessment process involved two critical stages: stakeholder engagement and impact evaluation. Through stakeholder engagement, we collected valuable input from our stakeholders to understand their views on key ESG topics. Participants were asked to assess these topics across various dimensions, including relevance and potential impact, providing us with a well-rounded perspective on the issues that matter most to them.

The principles of the 3C Strategy were instrumental in shaping our approach to stakeholder engagement. Under the Culture pillar, we actively sought diverse perspectives, recognizing that inclusivity drives meaningful and impactful sustainability outcomes. The Circularity pillar influenced our emphasis on addressing topics that improve resource efficiency and environmental stewardship,



while the Conscience pillar reinforced the importance of transparency and accountability in the assessment process.

The stakeholder insights we collected were then integrated into our impact assessment process, where we evaluated the positive and negative impacts of each ESG topic on our business. This helped us prioritize the issues that are most material to CMR and our stakeholders, providing a clear framework for our sustainability strategy. This year, we identified 21 material topics, including 7 environmental topics, 7 social topics, and 7 governance topics. These topics reflect both our operational impacts and our broader influence across the value chain.

We actively monitor and address these material topics, publishing the results in our annual Sustainability Report. Our materiality assessment is conducted with the support of our sustainability partner, and the final list of material topics is reviewed and approved by CMR's leadership.

The following section outlines how we assess actual and potential impacts—both positive and negative—on the economy, environment, and society, including human rights. It also explains how we prioritize material topics for reporting based on the significance of these impacts and the role of our stakeholders in shaping these priorities.

Stakeholder Engagement

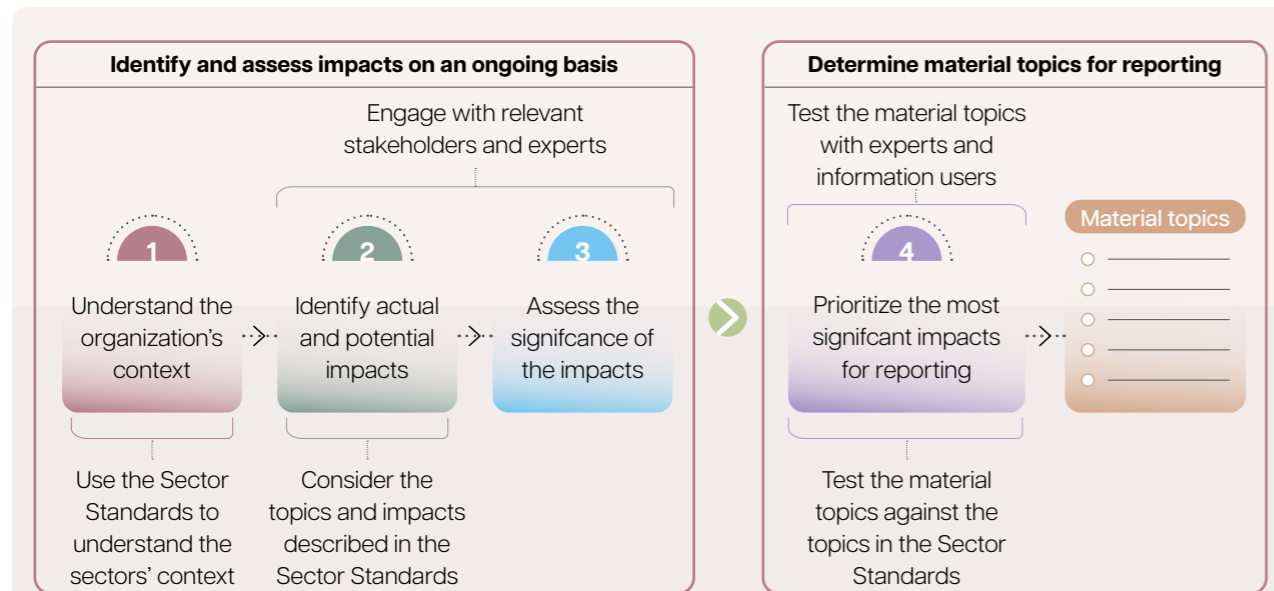
At CMR Group, our approach to stakeholder engagement is designed to identify and address material concerns effectively. By engaging with key stakeholders—including customers, suppliers, government bodies, regulatory agencies, investors, and employees—we gain valuable insights into their priorities. This ongoing dialogue enables us to tailor our ESG (Environmental, Social, and Governance) strategies to meet specific needs and expectations, ensuring our growth is sustainable and inclusive. Central to this process is stakeholder mapping, which spans our plant locations, sales networks, regulatory authorities, and financial stakeholders. This mapping helps us identify influential stakeholders and ensures our engagement efforts are aligned with corporate objectives. While local stakeholder engagement is decentralized, key relationships with central and state regulatory bodies, investors, and financiers are managed by our leadership team for strategic alignment.

Our commitment to effective stakeholder engagement is reflected in our consistent communication practices, utilizing both formal and informal channels to gather feedback. This ensures our engagement remains relevant and meaningful, helping us refine strategies and address challenges. By actively involving stakeholders in our decision-making process, we create a strong foundation for sustainable development. We continuously assess the economic, environmental, and social contexts of our business, balancing these three pillars of sustainability to mitigate risks and seize opportunities. Through regular updates and transparent communication, we maintain a dynamic and adaptive approach to sustainability, ensuring stakeholders are informed and engaged, and reinforcing our long-term commitment to shared success.

*(GRI 2-29 a, 2-30 a)

Stakeholder Group	Type of Stakeholder	Engagement Methods	Engagement Frequency	Primary Focus Areas
Investor/ Shareholders	Internal and External	<ul style="list-style-type: none"> Corporate Website Investor Presentation Social Media Platforms Business and ESG reports Annual Report 	Quarterly	<ul style="list-style-type: none"> Financial performance and business updates Corporate governance Investment Decisions Transparency and disclosures
Customers/ Clients	External	<ul style="list-style-type: none"> Customer feedback forms Company website E-mail Communications In-person meetings 	As required	<ul style="list-style-type: none"> Products and Services quality Complaint resolution Privacy and data protection Feedback collection
Suppliers/ Vendors / Contractors/ Sellers	External	<ul style="list-style-type: none"> Feedback form Online platforms Contract negotiations Supplier meetings Written and verbal communication (Contracts, SOPs, guidelines, training) Direct communication Customer and trade conferences 	As required	<ul style="list-style-type: none"> Cost of Materials Procurement processes Compliance with ethical standards Legal adherence (e.g. child labor regulations)
Employees	Internal	<ul style="list-style-type: none"> Employee feedback forms Website Internal communication platforms Regular updates (email, SMS, notice board) Face-to-face interaction Social Media Platforms Employee Satisfaction survey 	Ongoing	<ul style="list-style-type: none"> Employee performance reviews Annual Performance Review Internal Human Resource Management system Enhancing efficiency and Productivity Ethics and governance Health and safety standards Learning and development initiatives
Regulatory bodies/ Government/ Industry Associations	External	<ul style="list-style-type: none"> Website updates Face-to-face interaction Direct discussions Quarterly and annual compliance reports Mandatory regulatory filings including with RBI. 	As required	<ul style="list-style-type: none"> Compliance-related requirements such as the timely filing of periodic returns, reports, payment of taxes, etc. Ethics and transparency Good corporate governance Proactive participation in regulatory reforms Co-operation with statutory audits and inspections
Communities	External	<ul style="list-style-type: none"> Cultural events Outreach programs Community meetings Need Assessment Survey 	Continuous	<ul style="list-style-type: none"> Education initiatives Environmental sustainability Healthcare Other socio-community development subjects Local employment opportunities
Management/ Board	Internal	<ul style="list-style-type: none"> Regular board meetings Internal reports Data submissions and policy reviews 	Regular (monthly and as scheduled)	<ul style="list-style-type: none"> Corporate governance policies Business strategy and policies Leadership guidance Enhancing productivity
Legal/ Auditors/ Consultants/ other third party	External	<ul style="list-style-type: none"> Formal reports Verbal and written consultations Legal and compliance advice 	As needed	<ul style="list-style-type: none"> Legal compliance Business strategy advice Tax and environmental regulations Risk management insights

Approach to Materiality Assessment



Our approach to materiality shapes the foundation of our sustainability framework, addressing key opportunities and challenges relevant to CMR. By defining material topics, we ensure that our reporting focuses on what truly matters. In line with the GRI standards, our materiality process involves comprehensive internal discussions and in-depth research, resulting in a focused list of priority issues that guide our sustainability initiatives and decision-making.

Step 1 | Analyzing the Organizational Context:

To identify the key ESG topics for CMR and develop a comprehensive list for conducting a materiality assessment through active stakeholder engagement, we conducted an in-depth study of relevant industry resources. The following sources were reviewed:

- Key ESG topics relevant to the aluminum and zinc alloy industry, as highlighted by industry associations and sustainability organizations.
- Material ESG issues reported by peer companies in the metals and alloy sector within India.
- Historical ESG topics reported by CMR in prior sustainability reports.
- ESG frameworks and guidelines from globally recognized sustainability standards such as GRI and SASB.

Based on these insights, a detailed ESG questionnaire was developed, encompassing a list of 33 key ESG topics, which were divided into three primary categories: Environment (10 topics), Social (11 topics), and Governance (12 topics) in FY22. This questionnaire serves as the foundation for engaging with stakeholders and gathering their inputs for the materiality assessment process.

Building upon our comprehensive materiality assessment conducted in 2022, this year marked a strategic refinement of our materiality framework. The enhancement process incorporated valuable insights from multiple sources to ensure continued relevance and strategic alignment with evolving sustainability landscapes.

The review process encompassed strategic input from the Board of Directors and comprehensive stakeholder engagement and feedback. Additionally, we conducted thorough benchmarking against industry leaders, complemented by a comparative analysis of peer organizations' material topics.

This methodical approach has enabled us to validate and refine our existing material topics while identifying emerging areas of strategic importance. The revision ensures our sustainability framework remains robust and responsive to current market dynamics and stakeholder expectations.

The enhancement of our materiality assessment reflects our commitment to maintaining a dynamic and relevant sustainability strategy that addresses the evolving needs of our stakeholders while aligning with global best practices.

Below is the comprehensive list of the 33 ESG topics selected for materiality assessment:

Table 1 Laundry list of ESG topics considered for Materiality Assessment

Environment	Social	Governance
<ul style="list-style-type: none"> Emissions and Climate Change Energy Water and Effluents Biodiversity Air emissions 	<ul style="list-style-type: none"> Material Stewardship Circular economy Waste Sustainable Supply Chain Innovation, Technology and Products 	<ul style="list-style-type: none"> Occupational health & safety Employment and labour relations Training and Education Sustainable Supply Chain Customer Relationship Management Human Rights Product Quality Management Talent attraction and retention
		<ul style="list-style-type: none"> Economic Performance Digitisation and Cyber security Corporate Governance Anti-Corruption and Anti-bribery Procurement practices Marketing and labeling Innovation and R&D Market presence Data Privacy Responsible Governance Risk Management Responsible Governance

(*GRI 3-1,3-2)

Step 2 | Identifying Actual and Potential Impacts:

For the ESG topics identified in CMR's bucket list, business activities were mapped to relevant stakeholders, and both positive and negative impacts were assessed. These impacts were categorized as actual or potential, and evaluated based on their duration (short, medium, or long-term) and whether they were caused directly by CMR or linked to its operations. This assessment helped ensure a structured approach to materiality.

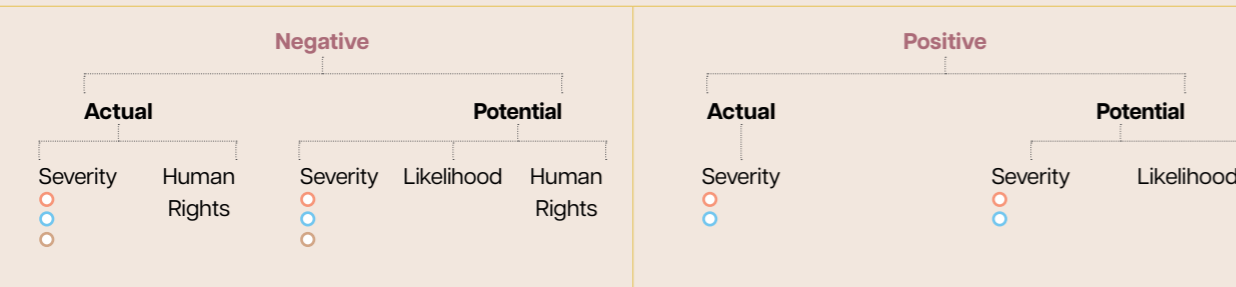
A stakeholder engagement process followed, involving 50 stakeholders—30 internal and 20 external—including senior management, employees from key departments (Operations, Sales, Marketing, etc.), customers, suppliers, investors, and community representatives. A materiality questionnaire was circulated to gather feedback on factors such as impact type, severity, duration, and likelihood. Stakeholders were guided on how to complete the questionnaire, and their responses were used to evaluate the importance of each ESG topic. This process allowed CMR to focus on priority areas that align with stakeholder expectations and sustainability goals.

Step 3 | Evaluating Impact Significance:

The feedback gathered from 50 stakeholders was consolidated, and materiality scores (both positive and negative) were calculated for each ESG topic by averaging the scores provided by each respondent. To derive these materiality scores, several key parameters were considered:

Scale	Scope	Irremediable Character	Likelihood
Evaluates the severity of the impact.	Assesses how widespread the impact is across various areas.	Measures the difficulty in reversing or mitigating the harm, applicable only to negative impacts.	Considers the probability of the impact occurring, relevant only for potential impacts and not for actual impacts.

The Materiality (positive & negative) scores are arrived at using following formula.



○ Scale ○ Scope ○ Irremediable Character

Table 2 Materiality Scores Calculation Formula

Impact type	Materiality score formula
Negative & Actual	Scale * Scope * Irremediable Character
Negative & Potential	Scale * Scope * Irremediable Character * Likelihood
Positive & Actual	Scale * Scope
Positive & Potential	Scale * Scope * Likelihood

The materiality scores (both positive and negative) were normalized to a scale of 10 to ensure comparability across all ESG topics.

Step 4 | Prioritizing Key Impacts for Reporting:

To determine and prioritize material ESG topics, CMR utilized the average of all positive impact scores, scaled to a range of 10, as the threshold for a topic to be classified as material. Similarly, the average of all negative impact scores, also scaled to 10, was employed as a cut-off criterion. The final list of high-priority material topics was created by combining the topics identified for both positive and negative impacts. This materiality assessment methodology, along with the resulting list of material topics, has undergone thorough review and received approval from CMR's highest governance authority.

Below is the list of Material ESG topics for CMR for FY24.

Table 3 Material Topics for FY 23-24

Environment	Social	Governance
 Emissions and Climate Change	 Energy	 Occupational Health & Safety
 Water and Effluents	 Local Communities	 Economic Performance
 Waste	 Human Rights	 Data Privacy
 Material Stewardship	 Diversity and Equal Opportunity	 Anti-Corruption and Anti-bribery
 Innovation	 Product Quality Management	 Responsible Governance
 Air emissions	 Training and Education	 Risk Management
	 Talent attraction and retention	 Sustainable Supply Chain
		 Whistleblower Platform

Changes to the list of material topics compared to the previous reporting period.

The materiality assessment outcomes for FY 2024 indicate a strong alignment with the findings from FY 2023, highlighting the persistence of several key ESG topics across both periods, including Emissions and Climate Change, Energy, Water and Effluents, Waste, Material Stewardship, Innovation, Occupational Health & Safety, Local Communities, Human Rights, Diversity and Equal Opportunity, Training and Education, Economic Performance, Data Privacy, and Sustainable Supply Chain. Additionally, new topics introduced this year, such as Air Emissions, Product Quality Management, Talent Attraction and Retention, Anti-Corruption and Anti-Bribery, Responsible Governance, Risk Management, and Whistleblower Platform, reflect an evolving commitment to comprehensive governance and ethical practices. Certain topics from the previous year, such as Labour Management, Employment, Customer Management, Market Presence, Socio-Economic Compliance, and Tax, have been consolidated into broader or updated categories. Specifically, Labour Management and Employment are now encompassed under Talent Attraction and Retention, Market Presence and Tax under Responsible Governance, Customer Management under Product Quality Management, and Socio-Economic Compliance under Economic Performance.

Insights into Material Topics

(GRI 3-3)

Material topics highlight the most significant impacts of an organization's operations and relationships on the economy, environment, and society, with a particular focus on human rights. These topics are essential for driving sustainable development and are of primary concern to stakeholders, making them a core element of sustainability reporting. Addressing material topics enables organizations to assess and mitigate risks, identify opportunities for improvement, and demonstrate accountability. By focusing on these critical areas, companies can align their operations with long-term environmental, social, and economic well-being, creating lasting value for stakeholders and society.

The table below outlines the classification of material topics based on their impacts, both positive and negative. It includes the characteristics of these impacts, along with the associated business activities and relevant stakeholders for each material topic.

Table 5 Material topics impacts classification, associated business activities, and relevant stakeholders

ESG	Material Topics	Stakeholders (Business Relationships)	Type of Impacts (Negative/Positive)	Associated Impacts	Duration	Potential/Actual	Organization's Role in the Negative Impact	Impact on Human Rights
Environment	Emissions and Climate Change	Local Communities, Investors, Employees	-	Increased regulatory scrutiny, potential operational costs, risk of penalties, Global Warming	Long term	Actual, Very Likely	Caused	●
			+	Reduced greenhouse gas emissions, improved public health, enhanced corporate reputation	Long term	Potential, Likely	-	
	Energy	Employees, Suppliers, Investors, Customers	-	High initial costs for renewable energy investments, reliance on unstable energy markets, Increased GHG emissions	Medium to long term	Potential, Likely	Contributed	●
			+	Increased energy efficiency, cost savings	Medium to long term	Potential, Likely	-	
	Water and Effluents	Local Communities, Environmental Groups, Employees	-	Risk of water scarcity, increased costs for water treatment	Medium to long term	Potential, Likely	Contributed	●
			+	Sustainable water management practices, positive community relations, Water conservation	Medium to long term	Potential, Likely	-	
	Waste	Employees, Local Communities, Environmental Groups	-	Disposal costs for hazardous waste, potential legal liabilities, Land and water pollution	Medium term	Actual, Likely	Caused	●
			+	Reduced landfill waste, enhanced recycling	Medium term	Potential, Likely	-	
	Material Stewardship	Suppliers, Customers, Environmental Groups, Employees	-	Higher costs for sustainable materials, limited availability	Long term	Potential, Likely	Contributed	●
			+	Sustainable sourcing practices, improved product lifecycle management, Less waste generation	Long term	Potential, Likely	-	
	Innovation	Customers, Employees, R&D Departments, Investors	-	High R&D costs, potential project failures	Medium to long term	Potential, Likely	Directly Linked	●
			+	Development of new products, competitive advantage	Medium to long term	Potential, Likely	-	
Air emissions	Local Communities, Environmental Groups, Employees	-	Increased costs for emissions control, risk of penalties, Risk to people and property	Short to medium term	Actual, Very Likely	Caused	●	
		+	Improved air quality, enhanced community health	Short to medium term	Potential, Likely	-		

ESG	Material Topics	Stakeholders (Business Relationships)	Type of Impacts (Negative/Positive)	Associated Impacts	Duration	Potential/Actual	Organization's Role in the Negative Impact	Impact on Human Rights
Social	Occupational Health & Safety	Employees, Occupational Health Experts, Community Organizations	-	Costs associated with safety training, potential legal liabilities, Increase risk of accidents	Short term	Actual, Very Likely	Caused	●
			+	Improved employee well-being, reduced absenteeism	Short term	Potential, Likely	-	
	Local Communities	Local Residents, Community Organizations, NGOs	-	Potential backlash from community opposition, resource allocation for engagement	Medium to long term	Potential, Likely	Contributed	●
			+	Strengthened community ties, enhanced social responsibility	Medium to long term	Potential, Likely	-	
	Human Rights	Employees, NGOs, Local Communities, Community Organizations	-	Risk of negative publicity, legal risks	Long term	Actual, Very Likely	Caused	●
			+	Enhanced employee morale, improved workplace culture	Long term	Potential, Likely	-	
	Diversity and Equal Opportunity	Employees, Job Applicants, Community Organizations	-	Potential for incidents of discrimination, potential internal conflict	Medium to long term	Potential, Likely	Contributed	●
			+	Increased innovation, broader talent pool, Improved corporate image	Medium to long term	Potential, Likely	-	
	Training and Education	Employees, Educational Institutions, Industry Associations	-	Costs associated with training, time away from duties, obsolescence of skills	Short to medium term	Potential, Likely	Directly Linked	●
			+	Enhanced employee skills, improved job performance	Short to medium term	Potential, Likely	-	
	Product Quality Management	Customers, Suppliers, Employees, Investors	-	Costs of maintaining quality, potential for negative reviews, Risk of product recalls	Short to medium term	Actual, Very Likely	Caused	●
			+	Increased customer satisfaction, reduced returns	Short to medium term	Potential, Likely	-	
Talent attraction and retention	Employees, Job Applicants, Recruitment Agencies	-	Increased competition for talent, high recruitment costs	Medium term	Potential, Likely	Contributed	●	
		+	Higher employee engagement, reduced turnover	Medium term	Potential, Likely	-		

+ Positive - Negative ● Low ● Medium

ESG	Material Topics	Stakeholders (Business Relationships)	Type of Impacts (Negative/Positive)	Associated Impacts	Duration	Potential/Actual	Organization's Role in the Negative Impact	Impact on Human Rights
Governance	Economic Performance	Investors, Shareholders, Employees, Business Partners	-	Risk of economic downturns, pressure for short-term results	Medium to long term	Actual, Very Likely	Caused	●
			+	Increased profitability, improved investor confidence	Medium to long term	Potential, Likely	-	
	Data Privacy	Customers, Employees, IT Departments	-	Costs of data protection measures, legal liabilities	Medium to long term	Actual, Very Likely	Caused	●
			+	Enhanced consumer trust, competitive advantage	Medium to long term	Potential, Likely	-	
	Anti-Corruption and Anti-bribery	Employees, Investors, Business Partners	-	Loss of business relationships, costs of implementing policies, financial loss	Long term	Actual, Very Likely	Caused	●
			+	Strengthened corporate integrity, enhanced investor confidence	Long term	Potential, Likely	-	
	Responsible Governance	Shareholders, Employees, Business Partners, Investors	-	Increased scrutiny, complexity in governance	Medium to long term	Potential, Likely	Contributed	●
			+	Improved decision-making, better stakeholder alignment	Medium to long term	Potential, Likely	-	
	Risk Management	Investors, Employees, Business Partners	-	Costs of risk management frameworks, potential operational impacts	Medium to long term	Potential, Likely	Directly Linked	●
			+	Enhanced resilience against risks, improved strategic planning	Medium to long term	Potential, Likely	-	
	Sustainable Supply Chain	Suppliers, Customers, Investors, Employees	-	Increased complexity in supply chain management, potential disruptions	Medium to long term	Potential, Very Likely	Directly Linked	●
			+	Strengthened supplier relationships, enhanced brand loyalty	Long term	Potential, Very Likely	-	
	Whistleblower Platform	Employees, Legal Advisors, Community Organizations	-	Potential backlash against whistleblowers, costs of managing the platform	Medium to long term	Actual, Very Likely	Caused	●
			+	Encouraged reporting of unethical practices, improved transparency	Medium to long term	Potential, Likely	-	

+ Positive - Negative ● Low ● Medium

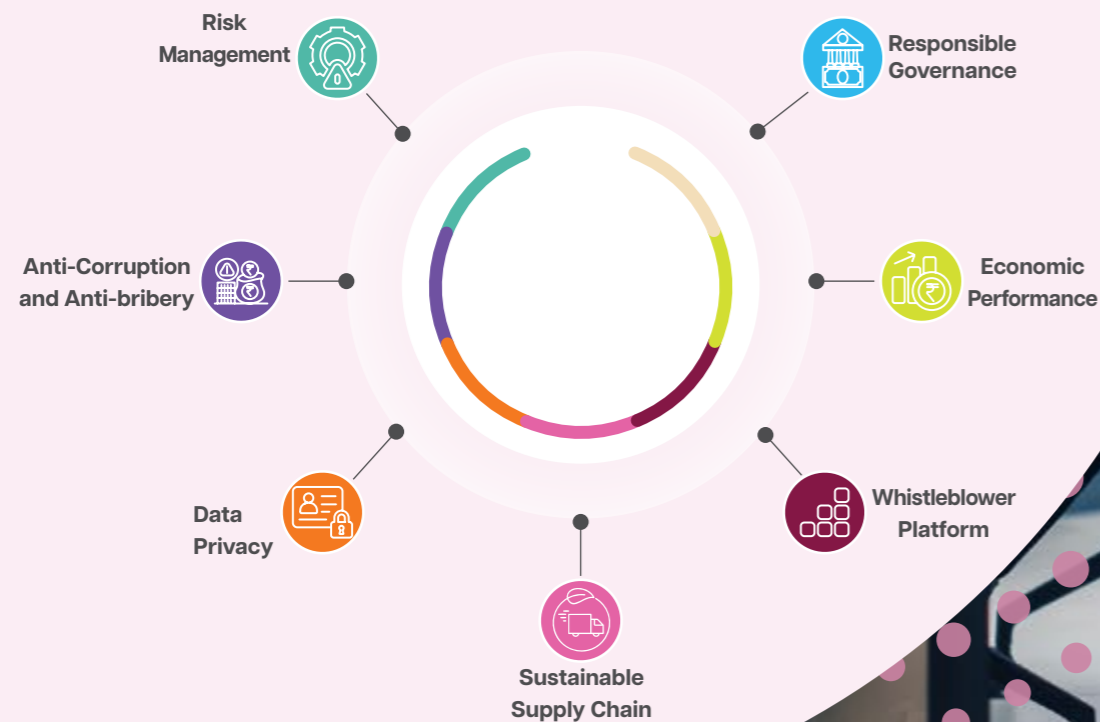


GOVERNANCE

Why this topic is Material for CMR

At CMR, governance plays a vital role in guiding our operations, supporting our mission, and ensuring that we adhere to our strategic objectives. Effective governance establishes accountability throughout our leadership structure, fostering transparency and clear performance metrics. By implementing robust governance frameworks, we ensure that our operations are conducted responsibly and ethically.

Governance remains a critical focus area for CMR, as it not only shapes our internal practices but also influences our commitment to responsible business conduct. Our governance framework encompasses our leadership structure, accountability mechanisms, and enterprise risk management practices. We prioritize digital governance to enhance our operational efficiency and safeguard stakeholder interests, thereby reinforcing our dedication to sustainable and responsible growth.



Embedding Conscience into Responsible Governance: CMR's Commitment to Ethical Excellence

Under the Conscience pillar of CMR's 3C Sustainability Strategy—Circularity, Culture, Conscience—we prioritize Responsible Governance as a cornerstone of our operations, integrating ethical decision-making and robust oversight into every aspect of our business. This pillar reflects our unwavering dedication to transparency, accountability, and ethical business practices, which are essential for building long-term trust with stakeholders. Guided by Conscience, CMR upholds the highest standards of Business Ethics through a comprehensive Compliance Framework designed to ensure adherence to global regulations, including anti-corruption and anti-bribery laws. These efforts are critical to safeguarding our reputation and fostering a culture where integrity is non-negotiable.

One of the key components of this governance strategy is our Whistleblower Platform, which provides employees, customers, and stakeholders with a secure and anonymous channel to report concerns about misconduct, ensuring that unethical behavior is addressed swiftly and effectively. This reinforces our commitment to transparency and accountability. In the area of Data Privacy, we have implemented advanced policies and protocols to protect sensitive information, ensuring compliance with international data protection standards and safeguarding stakeholder trust in an increasingly digital age.

Additionally, our Risk Management framework allows us to proactively identify, evaluate, and mitigate potential threats, ensuring operational resilience and long-term sustainability. This comprehensive approach extends beyond compliance, embedding ethical principles into our governance practices while driving initiatives to create positive social and environmental impact.

By integrating these elements under the Conscience pillar, CMR's governance practices align seamlessly with our ESG framework. This integration supports our

broader mission of fostering a sustainable and ethical business environment that not only complies with global standards but also contributes to a purpose-driven, responsible, and value-creating ecosystem for all stakeholders.

Responsible Governance

At CMR, our governance structure is anchored by a Board Diversity Policy that facilitates the nomination and selection of the highest governance body and its committees with utmost transparency. This policy ensures a comprehensive selection process that considers the views of stakeholders, shareholders, while emphasizing diversity, independence, and competencies relevant to the organization's impacts. We have a single tier Board with an optimum combination of Executive and Non-executive Directors. The Board comprises eight distinguished members including three Executive Directors and one Nominee Director with in-depth experience in strategic decision-making, alongside four Independent Directors. Notably, the presence of a distinguished female leader enhances diversity and independent oversight. All the Directors other than Independent Directors are liable to retire by rotation. The Chairman of the Board serves as an Executive Director, ensuring a balanced governance framework. This role involves compliance with legal and regulatory standards, developing strategic

options to maximize shareholder value, and leading company operations to meet strategic objectives through quarterly reviews of business plans and performance. 5(Five) meetings of the Board were held during the year ended 31st March, 2024.

Oversight, Ethical Standards, and Sustainable Development

The highest governance body plays a crucial role in overseeing the organization's mission, values, and strategies related to sustainable development. Engaging with stakeholders to identify and manage impacts on the economy, environment, and people is integral to its functions. The Board regularly reviews the effectiveness of these processes, ensuring alignment with our sustainability commitments. Central to our governance efforts is a robust Code of Conduct that establishes the ethical standards fundamental to our organizational culture, guiding all business activities toward transparency, accountability, and integrity. Senior Management updates the Board with comprehensive performance reports, enabling well-informed decisions that reflect the best interests of stakeholders. Under the diligent leadership of Mr. Mohan Agarwal, Managing Director of the Company our Executive Directors actively contribute to decision-making processes, holding shares within the company, with timely submission of the reports of these holdings to the Registrar of Companies for transparency.



Communication, Conflict Management, and Performance Evaluation

Communication regarding critical concerns is maintained through established protocols, adhering to the Companies Act, 2013. During the reporting period, one critical concern was communicated to the Board, reflecting its attention to significant organizational matters. To manage potential conflicts of interest, the Managing Director addresses arising issues, ensuring that all conflicts are disclosed to stakeholders. The performance of the Board, its committees, and individual directors is evaluated annually through an independent process, allowing for objective assessments that can lead to changes in the Board's composition and enhance overall effectiveness. Currently, our Board is recognized for its competence in governance, further reinforcing our commitment to equality, fairness and ethical standards of the Company.

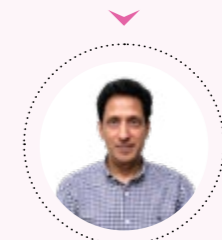
Remuneration and Governance Effectiveness

The remuneration for members of the highest governance body and senior executives is established through a structured process involving the Managing Director and other Independent Directors of the Board who recommends the remuneration to the Board subject to review by the Nomination & Remuneration Committee and approval from shareholders. Independent Directors receive sitting fees determined by the Board. The remuneration policies are designed with oversight from independent Board members, actively soliciting and considering stakeholders views to promote transparency. If independent remuneration consultants are involved, their independence from the organization and its governance body is ensured, maintaining the integrity of the remuneration determination process. Regular Board Meetings provide continual oversight and strategic guidance for the company's sustainable growth, reinforcing our governance framework. Through these efforts, we are committed to upholding the highest standards of governance as we progress toward sustainable development and long-term success.

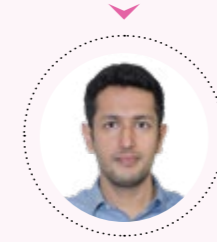
Board of Directors



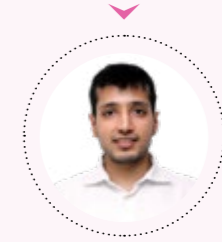
G.S. Agarwal
Chairman-Emeritus



Mohan Agarwal
Managing Director



Akshay Agarwal
Executive Director



Raghav Agarwal
Executive Director



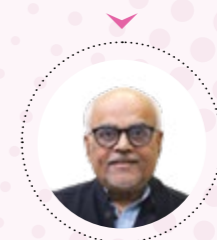
Peter Francis Amour
Nominee Director



Balvinder Kumar
Independent Director



Satpal Kumar Arora
Independent Director



Gyan Mohan
Independent Director



Rashmi Verma
Independent Director

Annual total compensation ratio

At CMR Group, we prioritize transparency in disclosing compensation practices to maintain trust with our stakeholders. For FY24, the ratio of the annual total compensation of the highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual) was 40:1. The percentage increase in compensation for the highest-paid individual remained unchanged, while the median annual total compensation saw a 5.8% increase, reflecting our commitment to equitable growth across the organization. These figures were compiled using the Cost-to-Company (CTC) data for March FY23 and March FY24, ensuring accuracy and consistency in reporting. This disclosure underscores CMR's dedication to fostering fairness and inclusivity in its compensation practices.



Our Board oversees the firm through six principal standing committees as follow:

- **Audit Committee**
- **Nomination & Remuneration Committee**
- **Stakeholders Relationship Committee**
- **Corporate Social Responsibility Committee**
- **Finance and Management Committee**
- **Risk Management Committee**

Audit Committee

The company has an audit committee that makes sure the financial statements are accurate, complete, and reliable before they are presented to the board. This committee is in charge of hiring, paying, and monitoring the independence and performance of the external auditor. It also regularly reviews the internal audit function, internal control systems, and investigates suspected fraud or control failures.

Name of Committee Members	Category
Mr. Gyan mohan	Independent Director & Chairman
Mr. Satpal Kumar Arora	Independent Director & Member
Mr. Mohan Agarwal	Executive Director & Member

Nomination & Remuneration Committee

The Nomination & Remuneration Committee was established to develop standards for evaluating directors' qualifications, character, and independence. It also recommends a compensation policy for directors, key executives, and other employees to the board of directors. Furthermore, it oversees and authorizes the company's benefit and pay plans and monitors the company culture, including evaluating diversity initiatives. The company has an internal evaluation process in place to assess the performance of other directors, the board's committees, and the board annually. This process involves distributing a questionnaire to each director.

Name of Committee Members	Category
Mr. Balvinder Kumar	Independent Director and Chairman
Mr. Gyan mohan	Independent Director & Member
Mr. Peter Francis Amour	Nominee Director & Member
Mr. Mohan Agarwal	Executive Director & Member

Stakeholders Relationship Committee

The committee handles complaints/grievances from shareholders and investors about things like share transfers, not getting annual reports, and dividends. They review reports from share transfer agents and registrars about these issues. These reports include complaints from investors, missing shares, share transfers, issuing share certificates, requests to dematerialize shares, dividend problems, share allocation, and not getting annual reports.

Name of Committee Members	Category
Ms. Rashmi Verma	Independent Director & Chairman
Mr. Raghav Agarwal	Executive Director & Member
Mr. Balvinder Kumar	Independent Director & Member

Corporate Social Responsibility Committee

The Corporate Social Responsibility (CSR) committee strategically oversees the company's CSR initiatives. It identifies strategic partners and programs to align the company's social objectives with its business strategies and create sustainable livelihood models. The committee formulates and oversees the CSR policy, proposes the annual CSR plan to the Board, and monitors the progress of CSR projects. Additionally, it conducts comprehensive assessments of various aspects of CSR activities, including planning, beneficiary coverage, and budget fulfilment on regular basis.

By effectively managing and overseeing CSR initiatives, the committee helps to enhance the company's reputation, build trust with stakeholders, and create a positive social impact.

Name of Committee Members	Category
Mr. Gyan mohan	Independent Director & Chairman
Mr. Akshay Agarwal	Executive Director & Member
Ms. Rashmi Verma	Independent Director & Member

Finance and Management Committee

The Finance and Management Committee, as empowered by the Board of Directors, is entrusted with the authority to make decisions regarding borrowings, investments, loans, and other related matters. acting on behalf of the Board, the Committee ensures efficient and timely execution of these financial activities to support the Company's interests, all in compliance with the Companies Act, 2013.

Name of Committee Members	Category
Mr. Mohan Agarwal	Member
Mr. Raghav Agarwal	Member

Risk Management Committee

The Risk Management Committee, established by the Board of Directors, is responsible for overseeing risk identification and mitigation while leveraging strategic opportunities for the organization. Its primary duties include developing a robust framework to identify both internal and external risks, covering areas such as financial, operational, industry-specific, sustainability (ESG), cybersecurity, and data security risks, among others. The committee ensures the implementation of effective risk control systems and processes to mitigate these risks. Findings and assessments are regularly reported to the Board during meetings for thorough evaluation and strategic alignment.

Name of Committee Members	Category
Mr. Mohan Agarwal	Executive Director & Member
Mr. Balvinder Kumar	Independent Director & Member
Mr. Gyan Mohan	Independent Director & Member

Our Key Policies and Commitments

All the understated policies are publicly available and can be accessed through our website. The policies are approved and can be modified by board members.



Code of Conduct

The Code of Conduct aims to set and maintain high ethical standards, fostering a respectful and compliant workplace environment within our organization.



POSH Policy

The objective of the POSH policy is to enforce a zero-tolerance stance against any form of sexual harassment or discrimination by employees during their tenure with the company. This policy applies to interactions with other CMR employees, as well as clients, vendors, or contractors, both within and outside the company premises.



Human Rights Policy

The objective of the Human Rights Policy is to ensure the protection and promotion of fundamental human rights for our employees and other stakeholders, both within and outside of our organization, in accordance with international human rights standards and principles.



Occupational Health and Safety

The objective of the Occupational Health and Safety (OHS) Policy is to provide a safe and healthy work environment for our employees, and stakeholders by implementing measures to prevent accidents, injuries, and occupational health hazards, and to ensure compliance with relevant health and safety regulations.



Environment Policy

The objective of the Environment Policy is to demonstrate our commitment to environmental sustainability by outlining our strategy and actions to minimize negative impacts on the environment, conserve resources, and promote eco-friendly practices in our operations.



Supplier Code of Conduct

The Supplier Code of Conduct promotes responsible and ethical behaviour among suppliers, ensuring compliance with specified principles, such as ethical sourcing, environmental sustainability, labour practices, and product quality.



Stakeholder Grievance Policy

Our Stakeholder Grievance Policy aims to establish a systematic approach for addressing concerns, complaints, and grievances raised by stakeholders in relation to our organization's activities and decision-making processes.



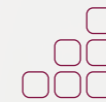
Board Diversity Policy

The Board Diversity Policy aims to foster a diverse and inclusive optimum composition of our organization's Board of Directors by establishing clear guidelines and measurable targets for representation. This policy seeks to enhance the Board's effectiveness through a broad spectrum of perspectives, experiences, and expertise



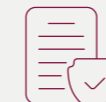
IMS Policy

Our Integrated Management System Policy demonstrates our unwavering commitment to consistently deliver products and services that meet or exceed established quality standards. We ensure full compliance with local, national, and international regulations and standards pertaining to Aluminum recycling, Environmental sustainability, Occupational health and safety. This comprehensive policy underscores our dedication to operational excellence, regulatory adherence, and continuous improvement across all facets of our organization.



Whistleblower Policy

The Whistleblower Policy is designed to protect employees who report wrongdoing and ensure that such reports are investigated thoroughly and impartially.



Privacy Policy/Information Security Policy

The Privacy Policy is a comprehensive framework designed to safeguard the confidentiality and security of all personal information collected, received, stored, transmitted, or otherwise processed by the organization. This includes a wide range of data, from basic contact details to sensitive information such as biometric data collected through electronic means like fingerprint or facial recognition systems. The policy is available at the website of the company (www.cmr.co.in).



Tax Policy

The Tax Policy aims to ensure our organization's compliance with tax laws while optimizing our tax position. We are committed to fulfilling all tax obligations in the regions we operate.

At CMR, onboarding programs and training sessions are meticulously designed to familiarize new employees with our organizational policies and procedures. These programs are structured to ensure that all employees understand the ethical standards, compliance requirements, and operational guidelines that govern their roles. During the onboarding process, employees engage in interactive workshops and presentations that detail our Code of Conduct, health and safety protocols, and sustainability initiatives, providing a comprehensive overview of our business practices. Additionally, inhouse training sessions are held on regular intervals to reinforce these policies and update employees on any changes or new initiatives. To ensure seamless integration within the business, these policies are not only disseminated during onboarding process but are also embedded into daily operations through performance reviews, team meetings, and internal communications. This holistic approach fosters a culture of accountability and transparency, ensuring that all employees are aligned with the organization's values and objectives from their very first day.

Economic Performance

CMR Group's economic performance serves as a holistic indicator of our financial health, operational efficiency, and organizational effectiveness. Economic performance encompasses various elements such as revenue generation, profitability, cost management, and overall value creation for stakeholders. We believe that transparency in financial reporting is essential for empowering stakeholders and investors to make informed decisions. By fostering an environment of trust, we enhance investor confidence, alleviating scepticism and speculation regarding our financial standing.

Our financial data, sourced from the audited financial statements provided

by our statutory auditors, includes key metrics related to economic performance, corporate social responsibility (CSR) expenditures, and other pertinent financial indicators. This commitment to transparency encompasses all facets of CMR Group's financial landscape, ensuring that our stakeholders have a clear and comprehensive understanding of our performance, core values, and our contributions to CSR initiatives. Furthermore, effective economic performance not only drives growth but also reinforces our commitment to sustainable development, highlighting our role as a responsible corporate citizen. Organizations that prioritize transparency and ethical practices typically see an increase in stakeholder

loyalty, which can lead to improved financial results over time.

In the broader context, economic performance can significantly influence a company's resilience and adaptability in a dynamic market environment. A strong economic performance is often characterized by stable revenue streams, efficient cost structures, and robust risk management strategies. Companies that achieve and maintain high economic performance are better positioned to invest in innovation, expand into new markets, and withstand economic downturns. As such, our focus on sustainable financial practices and operational excellence is integral to CMR Group's long-term strategy and success.

We are proud to share our performance metrics below, reflecting our dedication to excellence and sustainable growth:

S. No.	Description	2022-23 (₹ in Cr)	2023-24 (₹ in Cr)
A	Direct Economic Value generated (Revenues)	5,868.51	5,952.44
B	Economic value distributed	5,785.07	5,869.50
B.i	Operating costs	5,655.50	5,731.50
B.ii	Employee wages and benefits*	48.56	51.65
B.iii	Payments to providers of capital	43.43	53.76
B.iv	Payments to governments by country**	33.37	31.11
B.v	Community investments	4.22	4.52
C	Economic value retained (A-B)	83.44	82.94

*Restated

**Includes Charity, Donation, CSR

Whistle Blower Mechanism

CMR Group is dedicated to upholding transparency, integrity, and accountability across its operations. At the core of this commitment is the Whistleblower Policy, which provides a secure and anonymous platform for stakeholders—including employees, directors, customers, vendors, and third-party intermediaries—to report concerns regarding unethical behavior, legal violations, or irregularities without fear of reprisal, discrimination, or adverse employment consequences. This policy fosters a culture of openness and trust, allowing individuals to safely raise issues, thereby enabling CMR to proactively address and rectify potential issues. Confidentiality is safeguarded to protect those who report in good faith, encouraging responsible whistleblowing and reinforcing CMR's commitment to ethical governance.

The Whistleblower Policy establishes a structured process for reporting suspected misconduct. Reports can be submitted anonymously, either through direct communication with the Chairman of the Audit Committee or via a "Protected Disclosure" sent to a designated email or the company's registered office. Upon receiving a report, the Audit Committee conducts a thorough and impartial investigation, taking corrective actions if misconduct is confirmed. In cases where identity disclosure is necessary, CMR strictly follows a "need-to-know" protocol and seeks prior consent from the whistleblower, maintaining a safe environment for raising concerns.

The policy covers a broad range of unethical activities, including fraud, corruption, misuse of company assets, and unauthorized disclosure of proprietary information, while excluding personal grievances or non-ethics-related customer complaints. This whistleblower mechanism is complemented by provisions within CMR's Code of Conduct, including

a clause on conflict of interest, a grievance redressal mechanism, and an escalation reporting structure. Additionally, a robust Vigil Mechanism supports the timely resolution of grievances. To further enhance the ethical framework, CMR has established Values Standard Committees at both corporate and unit levels, providing employees and workers a direct channel to report concerns or grievances in alignment with the Code of Conduct.

To ensure the policy remains relevant and effective, the Audit Committee conducts regular reviews and provides quarterly updates to the Board on the status and outcomes of complaints. This vigilant approach aligns with evolving standards of good governance, promoting continual improvement in CMR's practices. Through this comprehensive whistleblower mechanism and supportive ethical structures, CMR Group demonstrates its commitment to transparency, accountability, and corporate responsibility.

Business Ethics and Compliance

At CMR Group, our commitment to business ethics and corporate governance serves as the bedrock of our sustainability efforts. Strong ethical principles and sound governance are integral to our operations, as we recognize the profound impact our business has on society, the environment, and our diverse stakeholders. To uphold our dedication to integrity, transparency, and accountability, we have established a comprehensive ethical foundation and governance system that guide our business activities. This emphasis on ethical guidelines is at the forefront of

everything we do, ensuring that our practices reflect our core values.

Central to our governance philosophy is stakeholder diversity, which integrates the perspectives of a wide range of individuals and groups, including shareholders, employees, local communities, and other partners. We are committed to fostering open dialogues with our stakeholders, aiming to understand and address their core concerns and aspirations. This inclusive approach not only strengthens our relationships but also enhances our decision-making processes, allowing us to better align our strategies with the needs and expectations of those we serve.

CMR's holistic approach to ethics and governance aligns with recognized frameworks such as the Global Reporting Initiative and the Aluminum Stewardship Initiative. These frameworks guide us in continuously enhancing our ethical standards and governance practices. Our streamlined corporate structure serves as the foundational blueprint for defining tasks, responsibilities, and authority within the organization. By clearly delineating roles and duties, we facilitate strategic alignment and ensure that every aspect of our operations integrates seamlessly with our overarching goals and values.

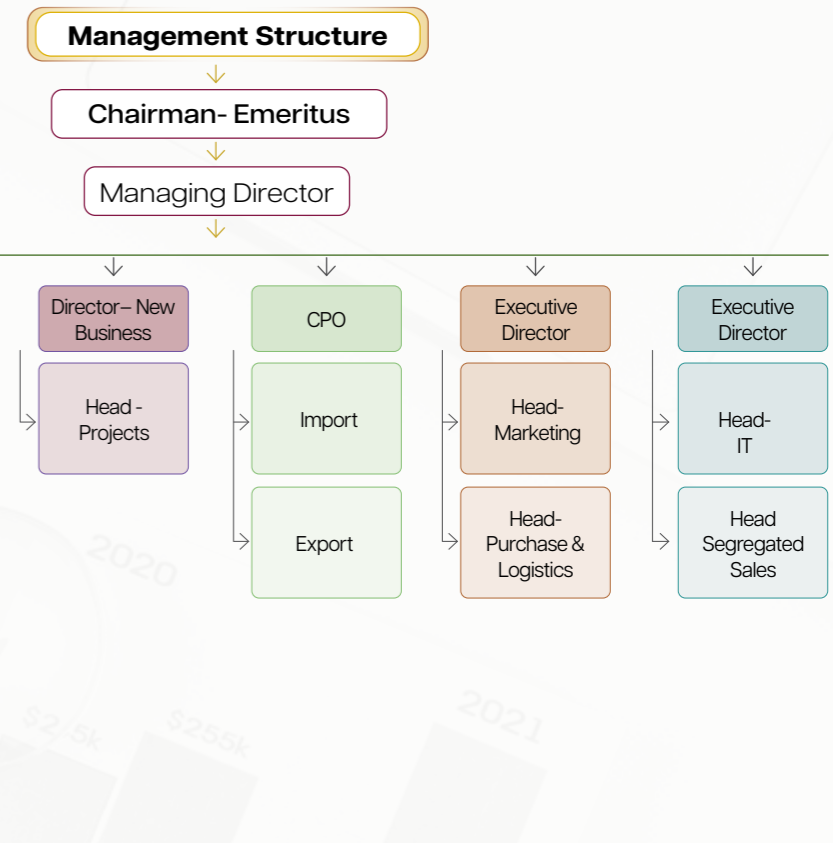
Ethical & Regulatory Compliance

In addition to our ethical commitment, we maintain a robust compliance framework that encompasses policies, procedures, and training programs. These initiatives are designed to prevent, detect, and address potential violations of laws and regulations as well as our internal policies. We provide

regular training to our employees, equipping them with the knowledge and tools necessary to recognize ethical dilemmas and make informed decisions. Furthermore, our whistleblower mechanism encourages reporting of unethical behavior without fear of retaliation. Through these comprehensive efforts, we are dedicated to upholding the highest standards of ethics and governance as

we progress toward sustainable development and long-term success.

During the reporting period, there were no significant instances of non-compliance with laws and regulations. No fines or sanctions were incurred or paid, reflecting the organization's strict adherence to legal requirements and robust compliance management practices.



Environmental Compliance

At CMR, environmental compliance is a fundamental cornerstone of our corporate ethos, reflecting our commitment to a sustainable future. We recognize the importance of adhering to environmental regulations and actively seek opportunities to minimize our environmental impact. Our focus on environmental stewardship ensures that we not only meet but exceed regulatory requirements, setting new standards for sustainability. Through rigorous monitoring, innovative solutions, and proactive management, we drive positive change across industries and communities.

Our environmental management practices are guided by our Integrated Management System (IMS) Policy, implemented across all subsidiaries and units. This policy aims to prevent pollution, optimize resource use, and improve environmental performance across air, water, land, and other areas. We integrate pollution control measures into all stages of our operations, ensuring emissions and waste are kept within the limits set by the Central Pollution Control Board (CPCB) and State Pollution Control Boards (SPCB). Our maintenance department plays a vital role in resource optimization, minimizing environmental impact while maximizing resource efficiency.

CMR Eco, a greenfield project, exemplifies our commitment to responsible production practices. With advanced technologies to minimize environmental disruption, the project integrates sustainability across all operations. By leading with innovative solutions, CMR sets new benchmarks for operational efficiency and environmental excellence.

Compliance, Monitoring, and Continuous Improvement

Environmental compliance is at the heart of our operations. We strictly adhere to legal frameworks and file returns with regulatory authorities to demonstrate transparency and accountability. All environmental projects and activities are monitored at the corporate level through the ERP system, ensuring that our efforts align with both regulatory requirements and organizational goals.

Our commitment is validated by the ISO 14001:2015 certification for Environmental Management Systems (EMS), which provides us with a structured platform to review compliance, identify areas for improvement, and monitor progress. This certification enables us to go beyond mere regulatory adherence and establish higher benchmarks for environmental stewardship. We ensure diligent monitoring of emissions, waste, and resource consumption through regular assessments and audits. If any negative environmental impacts arise, we implement proven management practices to resolve them swiftly.

Employee Engagement and Driving Sustainability Excellence

Achieving environmental excellence is a collective responsibility at CMR. We engage our employees by educating them on their environmental responsibilities, ensuring that each member of our team contributes to sustainable operations, optimal resource utilization, and promoting circularity. At CMR, regulatory compliance serves as a baseline, not a goal. We aim to set exemplary standards in environmental performance through proactive initiatives that go beyond legal requirements. This approach aligns with our ambition to lead the recycling industry in sustainability practices, reinforcing our role as a responsible corporate citizen committed to environmental preservation and employee well-being.

CDM Project: Emission Reduction through Process Innovation in Aluminum Recycling

Project Overview

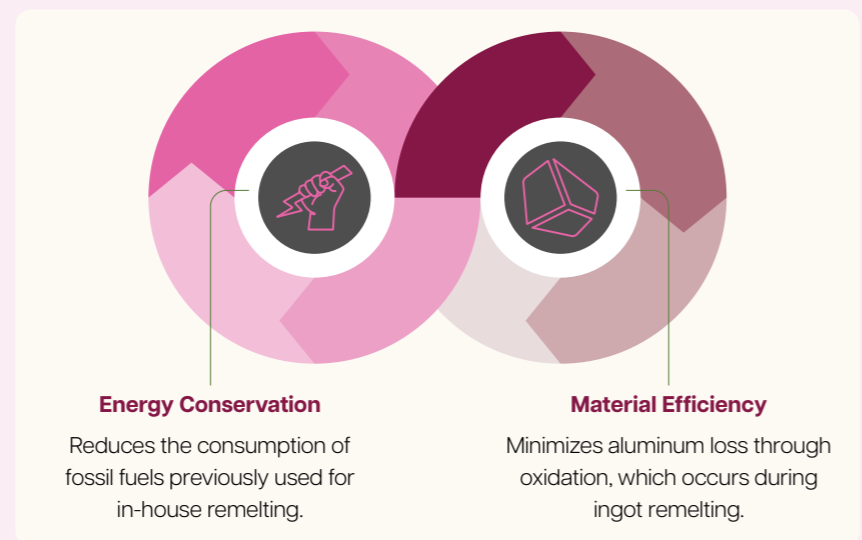
CMR initiated a Clean Development Mechanism (CDM) project titled "Emission Reduction through Process Modification at the Aluminum Recycling Unit" in Bhiwadi, Rajasthan. This innovative project, registered on June 29, 2015 (Project Registration No: 10166), focuses on reducing greenhouse gas (GHG) emissions by altering how aluminum castings are supplied to manufacturing units.

Project Objective

The primary goal of the project is to minimize emissions by delivering aluminum in molten form instead of traditional aluminum ingots. Typically, casting manufacturers receive ingots, which they need to remelt in their own furnaces for further processing. This remelting process consumes significant fossil fuel energy and leads to metal oxidation, resulting in material loss and additional emissions.

Project Implementation

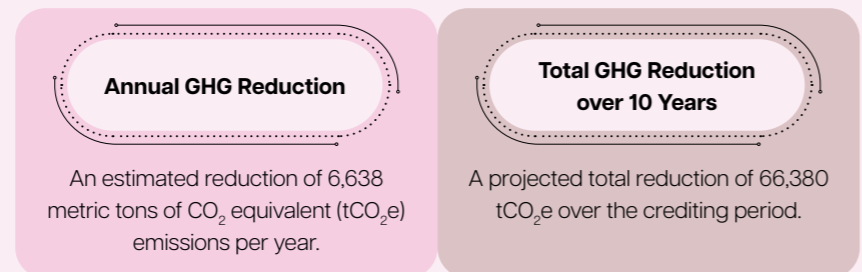
The CDM project optimizes the supply chain by delivering molten aluminum directly to manufacturers. By eliminating the need for remelting at the manufacturers' end, the project achieves multiple benefits:



This streamlined process ensures that the molten aluminum can be used immediately in die-casting operations for automotive components, enhancing efficiency and sustainability.

Impact and Outcomes

The project has a significant positive environmental impact by lowering GHG emissions across the supply chain. Key results include:



By integrating molten metal supply, the project contributes to sustainable manufacturing and aligns with global efforts to combat climate change. This initiative underscores CMR's commitment to reducing its carbon footprint and fostering innovation in the recycling sector, setting a precedent for environmentally responsible practices in the industry.

Data Privacy

Data privacy refers to the responsible handling, processing, and storage of personal information, ensuring that individuals retain control over their data and its usage. In today's digital landscape, where vast amounts of data are collected and shared, data privacy has become a critical concern for both individuals and organizations. Effective data privacy practices protect personal information from unauthorized access and misuse while fostering trust between organizations and their customers. Businesses that prioritize data privacy demonstrate a commitment to safeguarding sensitive information, thereby enhancing their reputation and customer loyalty.

At CMR Group, we recognize that protecting sensitive data is essential for maintaining stakeholder trust and ensuring business continuity. Our comprehensive data privacy framework encompasses the protection of employee information, proprietary manufacturing processes, customer data, and supplier relationships. To achieve this, we have implemented key initiatives, including regular training

programs on data handling practices and adherence to our data privacy policy. These training sessions equip our employees with the knowledge necessary to identify and respond to evolving cyber threats, including phishing attacks and malware, ensuring they remain vigilant and informed about best practices in data security. In FY 2024, CMR Group recorded zero data breaches, reflecting our robust data security measures. We prioritize data privacy through regular training sessions, equipping employees to handle sensitive information responsibly, including supplier data and environmental compliance records. This underscores our unwavering commitment to safeguarding information integrity across all operations.

Our Data Privacy Policy underscores CMR's commitment to transparency, responsible data management, and compliance with global data protection standards. It outlines how we collect, use, and protect personal data in alignment with legal requirements, adhering to principles such as lawfulness, data minimization, and accountability. The policy ensures secure data processing

and includes robust measures for third-party data sharing, cross-border transfers, and breach response protocols. Regular reviews of the policy allow us to adapt to evolving legal and technological landscapes, reinforcing our dedication to privacy as part of our ethical and sustainable business practices.

Furthermore, our commitment to data privacy extends beyond internal operations to encompass our entire stakeholder ecosystem. We have established secure channels for sharing environmental compliance data with regulatory bodies and implemented anonymous reporting systems for sustainability metrics. In collaboration with our Grievance Office, the Board Committee conducts annual reviews of the policy to ensure it reflects emerging trends and regulatory changes. By fostering a culture of security awareness and maintaining proactive preparedness measures, CMR Group is dedicated to enhancing our data security posture, protecting the integrity of sensitive information, and upholding the highest standards of data privacy across all operations.

Anti-Corruption and Anti-Bribery

CMR, integrity, transparency, and accountability are foundational to our operations and stakeholder relationships. We are committed to the highest ethical standards, rejecting all forms of corruption and bribery. To uphold this, we have established a comprehensive policy framework aimed at preventing, detecting, and addressing potential compliance issues. Our anti-corruption practices foster a transparent, honest, and disciplined corporate culture that supports CMR's long-term growth. To strengthen governance, we have strategically appointed independent members to our Board of Directors. These individuals bring diverse perspectives and expertise, enhancing our ability to address complex issues effectively and make balanced, informed decisions.

CMR's policies are rigorously implemented across the organization, with employees and Board members fostering a culture of compliance and ethical conduct. Guided by principles of integrity, our leadership oversees all activities, while the Board provides additional oversight and accountability. The Board actively engages in risk management and performance monitoring, helping to identify, assess, and mitigate risks. In FY 24, we proudly report zero incidents of corruption or anti-competitive behavior, reinforcing our commitment to ethical practices.

A cornerstone of our compliance framework is the Anti-Bribery and Anti-Corruption (ABAC) Policy, which mandates that all employees adhere to high ethical standards and fully comply

with anti-bribery laws, including the Indian Prevention of Corruption Act, 1988. This Policy, aligned with CMR's core values and Code of Conduct, ensures that all business activities are conducted with integrity. The ABAC Policy defines key terms related to bribery and corruption, specifying that bribery includes any item of value intended to influence business decisions. It emphasizes transparency in interactions with government officials and strictly prohibits facilitation payments. Employees are required to evaluate their actions for potential conflicts of interest and to report any suspected violations. Oversight is managed by the Ethics Head and Chief Compliance Officer, who provide guidance and training to ensure that all personnel understand and uphold these standards.

(GRI 418)
(GRI 205)

CMR also has a robust monitoring and reporting system to address non-compliance effectively. Employees are encouraged to report unethical conduct, with protections in place against retaliation for those who raise

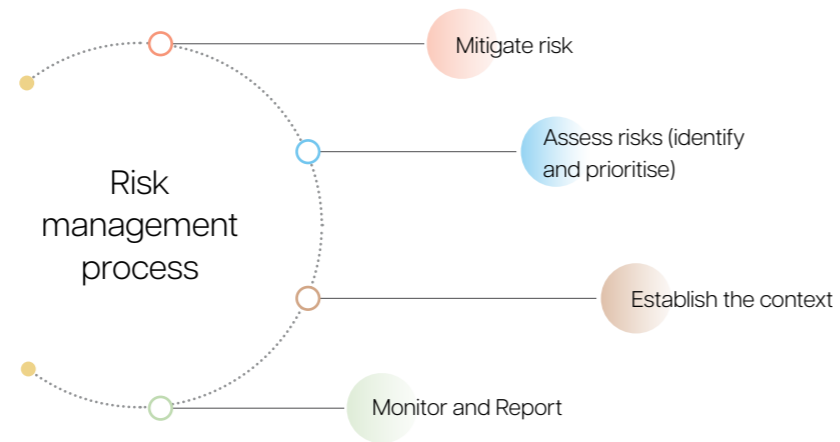
concerns in good faith. Investigations into suspected violations are thorough, and appropriate disciplinary actions are taken when necessary. By embedding integrity, transparency, and accountability

throughout our organization, CMR is dedicated to mitigating risks associated with bribery and corruption, enhancing our reputation, and building trust with our stakeholders.

Parameter	% covered
Governance body members that the organization's anti-corruption policies and procedures have been communicated to	100
Employees that the organization's anti-corruption policies and procedures have been communicated to	100
Governance body members that have received training on anti-corruption	100
Total number and percentage of employees that have received training on anti-corruption	100

Risk Management

CMR Group operates in a dynamic business environment where every opportunity carries inherent risks. Our commitment to creating sustainable value for stakeholders requires a proactive and vigilant approach to identifying, tracking, and addressing key risks within our operational landscape. To facilitate this, we have established a comprehensive risk management framework that enables continuous monitoring of external factors, assessment of potential risks, evaluation of their impact on value creation, and implementation of targeted mitigation strategies. Recognizing that each opportunity presents unique challenges, we emphasize careful consideration and proactive management.



Effective risk management is integral to CMR Group's business strategy, employing a systematic four-step process: identifying, assessing, mitigating, and monitoring risks. We start by identifying potential risks that could affect operations, followed by thorough assessments to understand their likelihood and potential impact. Once risks are evaluated, we implement appropriate mitigation measures to minimize their effects on business objectives. Collaboration

with stakeholders and business leaders is prioritized to develop tailored strategies that are continuously monitored for effectiveness, while our annual planning cycle ensures clear responsibilities and deadlines for accountability.

The senior management team regularly reviews and updates our risk management practices to adapt to the dynamic environment. This commitment not only safeguards our assets but also

enhances our ability to seize opportunities in a competitive market. By fostering a culture of risk awareness and addressing sustainability challenges at all levels, we align our operations with sustainability values, strengthening our capacity to manage risks and reinforcing our dedication to long-term sustainability and responsible business practices.

Some of the key risks that CMR tracks are the following:



Market Risk



At CMR, our position in the recycling industry inherently aligns with environmental sustainability objectives, but we face several market-specific risks that require careful monitoring.

- The increasing adoption of wrought alloys in automotive manufacturing complicates our operational processes. These alloys require more sophisticated recycling methods, potentially affecting efficiency and cost structures.
- Furthermore, while we benefit from growing investment flows toward environmentally conscious businesses, the competitive landscape continues to evolve. This necessitates continuous adaptation of our recycling technologies and proactive monitoring of market developments and regulatory changes.

Additionally, metal prices demonstrate a high correlation with global economic cycles. Current market indicators suggest increased volatility in the medium term, which directly exposes our revenue model to these fluctuations.



Supply Chain Risks

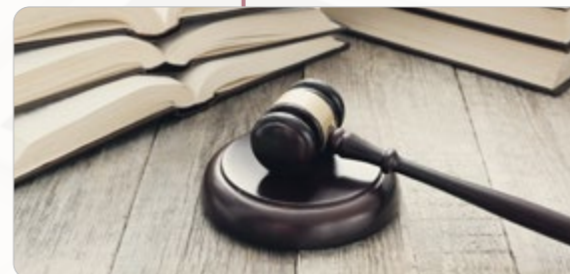


Our operations are significantly impacted by fluctuations in raw material pricing and availability. We maintain substantial inventory levels throughout our supply chain, from raw materials to finished products, relying heavily on demand forecasting. Any inaccuracies in these predictions could leave us with excess inventory, negatively affecting profit margins.

- Global market conditions and trade regulations may also impact our ability to secure consistent raw material supply at competitive prices.
- Rapid technological changes in the recycling industry could render our existing processes obsolete, leading to significant write-downs.



Legal Risks



Legal challenges can significantly affect our financial stability. Losing lawsuits can impact our operations, management decisions, and overall financial health.

- Specifically, in tax-related cases, we might need to pay disputed amounts along with interest and penalties, which could increase our tax obligations in the future.



Cyber security Risk



As CMR Group, a leader in the aluminum recycling industry, continues to innovate and expand in the digital economy, cybersecurity has become an emerging risk that could impact both its operations and reputation. The integration of advanced digital technologies across aluminum recycling processes exposes CMR to a variety of cyber threats, including data breaches, ransomware attacks, and unauthorized access to sensitive systems. Given the industry's focus on energy efficiency and sustainable recycling, the reliance on interconnected technologies in operations makes critical infrastructure particularly vulnerable. Cyberattacks on systems managing energy consumption, material flow, and waste management could lead to significant operational disruptions, environmental damage, and financial loss.

Key cybersecurity risks include:

Data Security Threats: Protecting proprietary data, such as production processes, customer, and supplier information, is vital to avoid financial losses, reputational damage, and regulatory penalties.

Operational Disruptions: Cyberattacks targeting manufacturing systems and supply chain management platforms in the recycling process could result in significant downtime and revenue loss.

Evolving Threat Landscape: With rapidly evolving cyber threats, proactive measures such as firewalls, threat detection systems, and employee awareness programs are critical.

Third-Party Risks: Increased reliance on third-party vendors for technology and services in the recycling industry raises the risk of vulnerabilities in external systems impacting operations.

As CMR pursues its ESG goals and embraces AI-driven technologies for efficient recycling, new cybersecurity challenges emerge, including risks related to algorithmic biases and misuse of environmental data. To address these risks, CMR is investing in state-of-the-art cybersecurity infrastructure, conducting regular audits, and fostering a culture of cyber awareness, ensuring the resilience of its operations and the integrity of its sustainability efforts.



Technology Risks



Our success is closely tied to advancements in the automotive sector, where aluminum alloys are vital. The industry's constant evolution necessitates ongoing investments in technology and research and development initiatives to remain competitive.

- Rapid shifts in automotive design trends or material preferences could require substantial unplanned investments in new technologies or manufacturing processes. Disruption in relationships with technology partners may impair our ability to meet evolving customer specifications.



Health & Safety Risks



Working with molten aluminum presents inherent safety risks in our operations. The process of handling and transporting extremely hot liquid metal poses severe hazards.

- Accidents during the handling or transportation of this material could result in serious injuries or fatalities to employees or others.
- Additionally, such incidents could cause substantial damage to both our facilities and third-party property, highlighting the critical importance of rigorous safety protocols.

Emerging Risk

With the introduction of ISO 31050 guidelines for managing emerging risks, we have revised our risk management process and policy to better prepared for future. Emerging risks are defined by their novelty, limited data availability, and the absence of reliable information or knowledge necessary for informed decision-making. These risks possess the potential to evolve into significant threats or opportunities, making their effective management an essential component of an organization's risk strategy. This involves monitoring and responding to changes in various external factors and understanding their implications for the organization's internal environment.

Name of the Emerging Risk	Policy level changes in strategic raw material sourcing (Scrap)
Category	Geopolitical induced due to climate change
Description	The increasing global emphasis on low-carbon production pathways, driven by corporate commitments and regulatory pressures, has positioned scrap-based aluminum production as a preferred choice for competitors. This is particularly evident due to the relatively lower technological barriers and environmental benefits associated with recycling. However, our reliance on sourcing scrap from regions where export restrictions are being introduced poses significant challenges. These restrictions could disrupt supply chains, leading to increased competition for limited resources and heightened vulnerabilities for our operations.
Impact	Underutilization of production capacities. Loss of revenue and erosion of market share.
Mitigating Actions	Strategic partnerships with local and regional suppliers to mitigate dependency on restricted markets. Collaborate with customers to enhance scrap collection and recycling within domestic markets. Promote closed-loop recycling by incentivizing end-users to return scrap for reuse.

Driving Sustainability Across Our Value Chain

Supply chain sustainability is central to CMR's Environmental, Social, and Governance (ESG) framework. Our ESG strategy not only guides sustainable supply chain management but also serves as a tool to assess our supply chain's ESG performance in alignment with the organization's goals. As a leader in aluminum and zinc die-casting alloy production, we are committed to maintaining high standards of environmental and social responsibility while fostering ethical business practices across our value chain.

Our procurement strategy is grounded in a rigorous supplier evaluation framework that assesses environmental stewardship, social responsibility, and governance practices. To date, 46% of our suppliers have been evaluated against ESG criteria. This proactive approach ensures that our suppliers' values and operations align with our commitment to sustainability and responsible business conduct.

At CMR, compliance with regulations is not the end goal but a starting point for

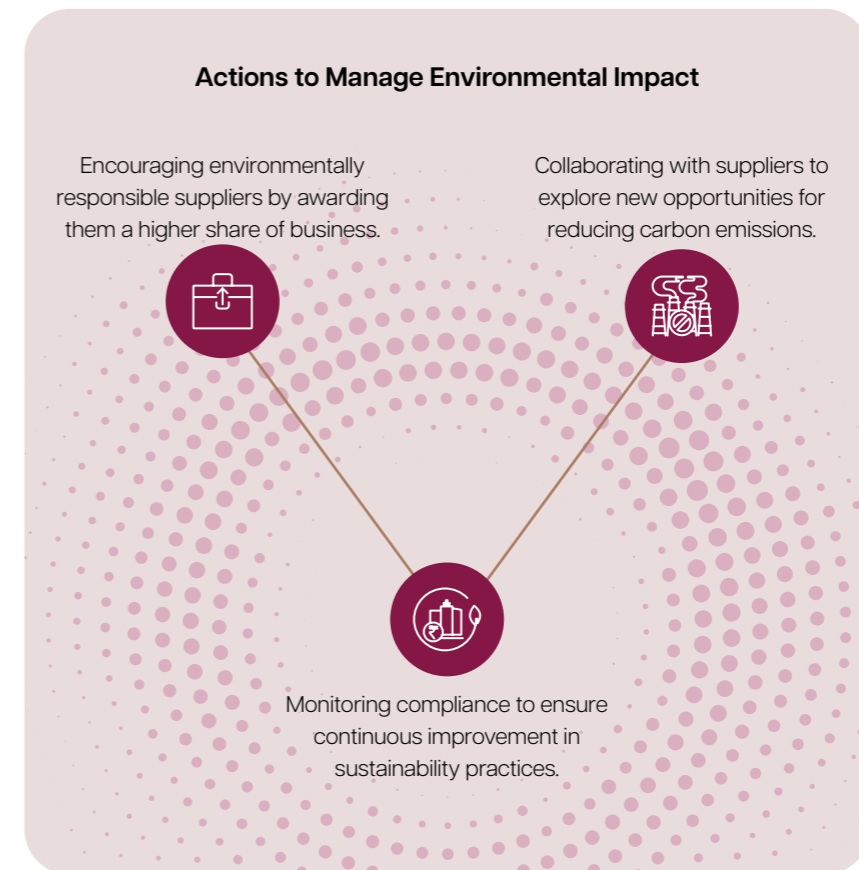
more ambitious sustainability initiatives. We collaborate closely with our suppliers to raise the bar for social and environmental performance. By creating a network of like-minded, environmentally conscious partners, we drive positive change not only within our operations but across the entire die-casting industry.



Environmental Supplier Assessments

We actively monitor the environmental performance of our suppliers to ensure compliance with established standards and minimize negative impacts. Some of our key partners, including CMC, SIMS, Schnitzer, Gerdau, and EMR, have already published their sustainability reports. Our site visits further verify their commitment to reducing CO₂ emissions, improving resource efficiency, and managing pollution and water use effectively.

We aim to prevent potential negative impacts by barring suppliers that do not meet our environmental criteria. Fortunately, our current suppliers have demonstrated responsible environmental management, with no significant negative environmental impacts identified thus far.



Social Responsibility in the Supply Chain

In addition to environmental assessments, CMR places great emphasis on social sustainability across its supply chain. We ensure that suppliers maintain positive social practices, align with industry standards, and uphold ethical labor conditions. Our collaborative approach encourages suppliers to meet and exceed social responsibility expectations.

Key Actions for Social Impact Management:

Increasing local business share by **50%** to support community development.

Allocating **5-10%** of our procurement budget to local suppliers within India.

Supporting suppliers who excel in social responsibility by offering them expanded business opportunities.



Optimized Molten Metal Supply Chain at CMR Green

At CMR Green, we have revolutionized the molten metal supply chain by providing ready-to-use liquid aluminum alloy directly to our customers' production lines. This innovative approach eliminates the need for intermediate processing, offering several benefits that go beyond operational efficiency. By ensuring a seamless and just-in-time supply of liquid aluminum, we enable our clients to streamline their operations, reduce production lead times, and minimize energy consumption.

Our strategy plays a crucial role in promoting environmental sustainability. Traditional processes often require reheating and additional handling, which can lead to higher energy consumption and increased CO₂ emissions. By delivering liquid metal ready for use, we significantly reduce the need for such energy-intensive steps, thereby helping our clients lower their carbon footprint. This efficient supply chain not only conserves natural resources but also supports efforts toward achieving sustainable manufacturing practices.

Our molten metal delivery model aligns with CMR's long-term commitment to environmental stewardship and responsible business operations. It embodies the principles of resource efficiency by reducing waste, optimizing transport, and cutting emissions. Through these efforts, we empower our customers to integrate green practices into their operations, reinforcing our shared goal of building a more sustainable future for the industry and beyond.



Future Commitments and Continuous Improvement

We remain dedicated to continuously monitoring and improving both the environmental and social practices of our suppliers. CMR will collaborate with partners to address any actual or potential negative impacts while striving for positive outcomes in all areas of operation. Through our forward-looking procurement strategy, we aim to enhance operational resilience, foster a culture of sustainability, and create long-term value for all stakeholders. By aligning with global sustainability goals and promoting responsible resource management, CMR is shaping a more sustainable future—both for our industry and the communities we serve.



AWARDS & ACCOLADES



CMR Green Technologies Ltd. Honored with **“Special Support” Award at JTEKT India Group Annual Partner Meet** FY 2023-24.



CMR Green Technologies Ltd. is honored to be awarded a **Certificate of Appreciation by Maruti Suzuki** in recognition of our exceptional support in mobilizing additional volumes to sustain MSIL production in FY 2023-24.



CMR Green Technologies Ltd. is honored to be acknowledged for its exemplary contribution as an exhibitor at the **11th International Material Recycling Conference (IMRC) 2024**, organized by the **Material Recycling Association of India (MRAI)**.



CMR Green Technologies Ltd. (Tatarpur) is honored to be recognized as the Runner-Up for having the lowest accident frequency rate at the **Haryana State Safety, Health, and Welfare Awards 2024**.



The internationally recognized **Earth Saviours Foundation** wholeheartedly thanks **CMR Welfare Foundation** for its unwavering support of the foundation's selfless mission to care for the less privileged.



CMR Green Technologies Ltd. is proud to be honored as an Exemplary Contributor and featured speaker at the **11th International Material Recycling Conference (IMRC) 2024**, organized by the **Material Recycling Association of India (MRAI)**.



BML Munjal University extends its heartfelt gratitude to CMR Green Technologies Ltd. for its **invaluable contribution to the university's growth and development**.



Honda Motorcycle and Scooter India extends its heartfelt gratitude to CMR Green Technologies Ltd. for being a **valued business partner**.

Membership of Associations

At CMR Green Technologies, we take great pride in our active engagement with a range of esteemed and impactful industry associations that significantly influence the future of our sector. Our participation in these organizations highlights our unwavering commitment to excellence and adherence to best practices, showcasing our dedication to promoting progress and improvement within the industry as a whole.



CMR Green Technologies Ltd. has tied with Faridabad Industries Association (FIA).



CMR Green Technologies Ltd. is in association with the **Material Recycling Association of India (MRAI)**. Our MD Mr. Mohan Agarwal is on the Board of Directors of the same.



CMR Green Technologies Ltd. is in association with the **All India Non-Ferrous Metal Exim Association (ANMA)**. Our ED Mr. Akshay Agarwal is on the Board of Directors of the same.



CMR Green Technologies Ltd. is in association with **Automotive Component Manufacturers Association of India**.



CMR Green Technologies Ltd. is in association with the **Palwal Industrial Association**.










ENVIRONMENT

Why this topic is Material for CMR

At CMR, we recognize the critical importance of addressing climate change and its implications for our operations and the wider community. Our approach leverages our technical expertise and industry knowledge to navigate the challenges associated with transitioning to a low-carbon economy. We understand that climate change poses significant risks and opportunities for businesses, and we are committed to assessing and adapting to these changes to ensure sustainable operations.

As a leader in the metal recycling industry, CMR is dedicated to decarbonizing our operations and supporting our clients in their sustainability journeys. Our efforts are focused on innovative practices that reduce our carbon footprint and enhance resource efficiency. By collaborating with organizations and stakeholders, we aim to contribute to broader societal initiatives aimed at achieving a net-zero future, reinforcing our commitment to environmental stewardship and sustainable development.

 Material Stewardship	 Energy	 Emissions and Climate Change
 Air emissions	 Innovation	 Water and Effluents
	 Waste	



Environmental Stewardship through Circularity: Advancing Sustainability at CMR

Under the **Circularity pillar** of CMR's 3C Sustainability Strategy—Circularity, Culture, Conscience—we focus on integrating sustainability and resource efficiency across all aspects of our operations. This pillar is central to our commitment to minimizing environmental impact, maximizing resource use, and driving long-term environmental stewardship. As part of our environmental approach, CMR prioritizes Material Stewardship, aiming to reduce waste generation and enhance the recycling and reuse of materials throughout our operations. Our aluminum recycling processes significantly reduce the consumption of raw materials, energy, and water, contributing to lower

carbon emissions compared to traditional production methods.

To further advance environmental sustainability, we focus on improving Energy efficiency and reducing Emissions and Climate Change impacts by adopting cleaner technologies and energy-efficient systems. Our commitment to reducing Air emissions and minimizing water consumption, along with implementing sustainable supply chain practices, reflects our dedication to reducing the environmental footprint of our operations. In line with our environmental compliance efforts, we continually monitor and manage water usage and waste,

ensuring compliance with global regulations and industry standards.

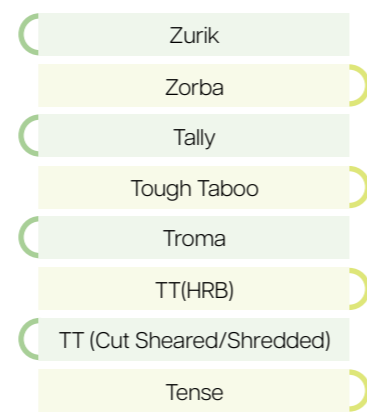
By aligning these efforts under the Circularity pillar, CMR demonstrates a strong commitment to not only environmental responsibility but also driving innovation to meet sustainability goals. This approach supports our broader ESG objectives, ensuring that our operations are not only resource-efficient but also contribute to a sustainable future for all stakeholders. Through continuous improvement, CMR aims to create value by embedding circularity into every aspect of its business operations, reducing waste, conserving resources, and ultimately fostering a greener and more sustainable world.

Material Stewardship Excellence

At CMR, our commitment to material stewardship drives every aspect of our operations, emphasizing sustainability, resource efficiency, and exceptional customer satisfaction. As India's largest metal recycling company and a prominent producer of aluminum and zinc die-casting alloys, we specialize in converting aluminum scrap into premium ingots. This process significantly minimizes raw material extraction and reduces our carbon footprint, allowing us to conserve natural resources while utilizing less energy compared to primary production.

At CMR, our closed-loop recycling system is integral to our commitment to a circular economy, keeping materials in continuous circulation and reinforcing our leadership in sustainability. We prioritize sourcing high-quality raw materials from reputable suppliers around the globe. Each shipment undergoes thorough scrutiny to ensure compliance with international standards and to confirm the absence of hazardous substances, including radioactive materials. In our operations, recycled materials—specifically aluminum scraps recovered from solid waste—serve as our primary resource, promoting material conservation and aligning with our environmental goals.

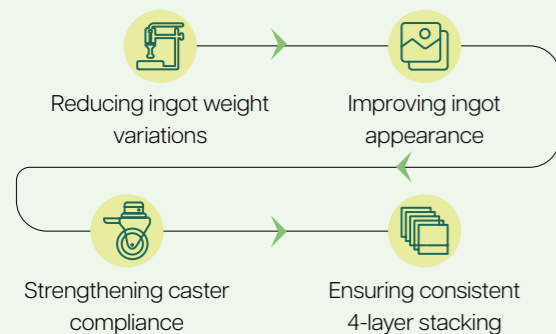
Scrap items we buy



At CMR, our material stewardship strategy empowers us to swiftly respond to evolving market needs while ensuring timely delivery and optimal resource utilization. Our approach is rooted in key principles of transparency, dematerialization, and collaboration across the entire value chain. This allows us not only to meet customer expectations but also to foster a sustainable future through responsible resource management.

Project Prayaas: Ingot Quality Enhancement

As part of our commitment to operational efficiency and superior product quality, CMR Group launched Project Prayaas, aimed at enhancing ingot quality. The key focus areas of the project included:



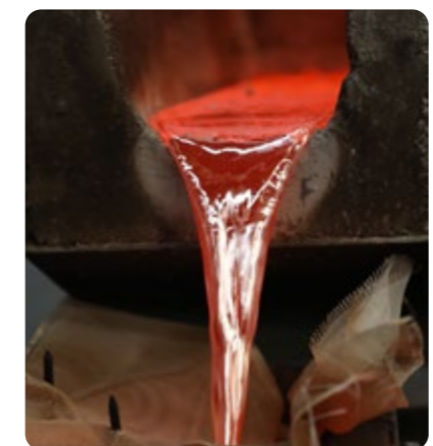
The successful implementation of Project Prayaas resulted in 5% reduction in ingot weight variation. This initiative not only contributed to the production of higher-quality ingots but also aligned with our sustainability goals by reducing waste and optimizing manufacturing processes.

(GRI 301)

Scaling Liquid Metal Supply for Sustainable Growth

As CMR advances on its growth trajectory, we are strategically expanding the capacity of our liquid metal supply to meet increasing demands. This includes the development of one upcoming plant: CMRA in Odisha. This plant is designed with a strong focus on sustainability and energy savings, reinforcing our commitment to environmental stewardship and operational efficiency as we scale to meet future market needs. This initiative ensures that our operational planning and execution align seamlessly with the evolving needs of the business, allowing us to maintain our commitment to:

- Operational Excellence**
Ensuring processes run efficiently, minimizing downtime, and enhancing productivity.
- Customer Satisfaction**
At CMR, we are committed to delivering high-quality products 'On Time, Every Time', fostering trust, and building long-term partnerships with our customers.
- Environmental Responsibility**
Promoting sustainability by optimizing resources and minimizing environmental impact.



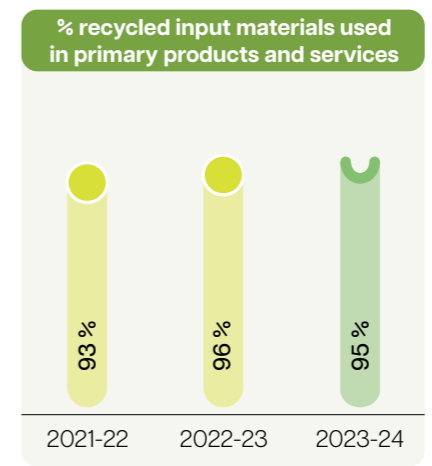
Our efforts to scale up liquid metal capacity also position us to proactively manage future challenges, enabling smoother supply chain operations and agile decision-making. By balancing growth with resource efficiency, CMR reinforces its role as a responsible industry leader committed to sustainable development.

This strategic expansion strengthens our foundation for future innovation while maintaining a strong focus on collaboration, continuous improvement, and value creation across our operations.

In FY 2023-24, we increased our liquid metal supply by 16.17%. This boost resulted in a significant reduction of 62,689 tonnes of CO₂e, representing an additional reduction of 8,728 tCO₂e compared to the previous. This environmental impact is equivalent to the annual electricity usage of approximately 1,650 homes, underscoring our commitment to sustainable operations and carbon footprint reduction.

Utilization of Recycled Material for Sustainable Production

At CMR, we prioritize sustainability by using recycled materials as the primary input in our manufacturing processes. In our context, recycled material refers specifically to aluminium scraps that have been recovered or diverted from solid waste streams and reintegrated into our production cycle. This approach not only ensures resource conservation but also aligns with our commitment to minimizing environmental impact.



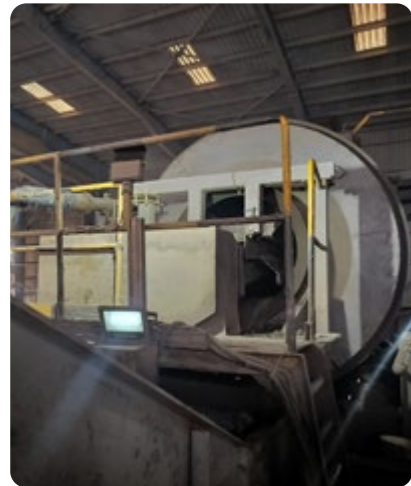
Recycled Material in Aluminum Production



CMR Group showcases its unwavering commitment to sustainability by consistently utilizing a high percentage of recycled materials in aluminum production. In FY24, 95% of the materials used were recycled, reflecting a slight change from the previous year's 96%. This milestone underscores CMR's dedication to optimizing material efficiency and reducing its environmental footprint. By prioritizing the use of recycled inputs, the company not only conserves vital natural resources but also minimizes dependence on virgin raw materials, strengthening its position as a responsible and sustainable leader in the manufacturing industry.

Optimizing Ferro Silicon Consumption for Enhanced Efficiency

CMR Group has successfully reduced its Ferro Silicon (FeSi) consumption by 28.37% in t/t of production, resulting in lower costs and enhanced operational efficiency. Key initiatives contributing to these improvements include the implementation of efficient water management systems, process optimizations, and enhanced FeSi tracking practices. This reduction has also led to a net savings of 3,848 kgCO₂e in greenhouse gas emissions. These efforts have not only streamlined operations but also improved material density and strengthened the company's sustainability performance.



Nitrogen N2 Consumption Reduction

In FY24, CMR Group successfully reduced nitrogen (N2) consumption by 7.66% in no of cylinders units. This was achieved through multiple initiatives aimed at improving efficiency. As a result of these efforts, the company has saved 10,108 kgCO₂e in greenhouse gas emissions. These initiatives reflect CMR's commitment to both operational efficiency and sustainability.



Reduction in Paper Consumption Through Automation and Digitization

CMR Group significantly reduced its total paper consumption by 1,97,000 sheets in FY24. This reduction is equivalent to saving approximately 2.5 pine trees, each with a one-foot girth and 60-foot height. This achievement was made possible through the implementation of advanced automation and digitization solutions, reflecting our commitment to sustainability and resource conservation. Key initiatives included the integration of a Labour Management System for labor works contracts and the adoption of compliance software, streamlining processes and minimizing manual paperwork. Furthermore, the transition to a robust Data Management System and the upgrade to ERP Infor 10.7 enhanced operational efficiency and record-keeping accuracy. Tools like CMR Connect and Darwin Box facilitated seamless communication and human resource management, while initiatives like the introduction of "Happy Cards" promoted digital interactions. These efforts not only reduced paper consumption but also resulted in a net savings of 193,123 kgCO₂e in greenhouse gas emissions, while supporting CMR's sustainability goals by driving resource efficiency and operational excellence.

Melt Loss Reduction

CMR Group implemented process enhancements that led to a 0.36% reduction in melt loss compared to the previous year. One key initiative was the segregation of dust and non-metal components at the sorting conveyor. This step helped improve the purity of the materials and reduced the overall waste generated during the melting process. The reduction in melt loss not only optimizes material usage but also supports the company's sustainability goals by minimizing waste and improving resource efficiency in production.

Enhancing Metal Quality with Advanced Treatment Systems

To ensure superior material quality and minimize waste, CMR has integrated an advanced Metal Treatment System (MTS) into its operations. The MTS machine plays a crucial role in degassing molten aluminum, improving the metal's purity and consistency while simultaneously reducing dross generation. This enhancement not only improves production efficiency but also contributes to sustainable operations by lowering material losses.



Enhancing Energy Efficiency

At CMR, we recognize the energy-intensive nature of aluminum production and are dedicated to leading the way in sustainable operations. As a key player in the recycled aluminum secondary route, we focus on reducing energy consumption and minimizing environmental impact by utilizing advanced technologies and efficient processes that promote circularity and sustainability in aluminum production. Our commitment to reducing our carbon footprint and enhancing energy efficiency is a top priority, with energy consumption and efficiency ranked among our six key environmental material indicators, guiding our efforts to build a more sustainable and resource-efficient future.

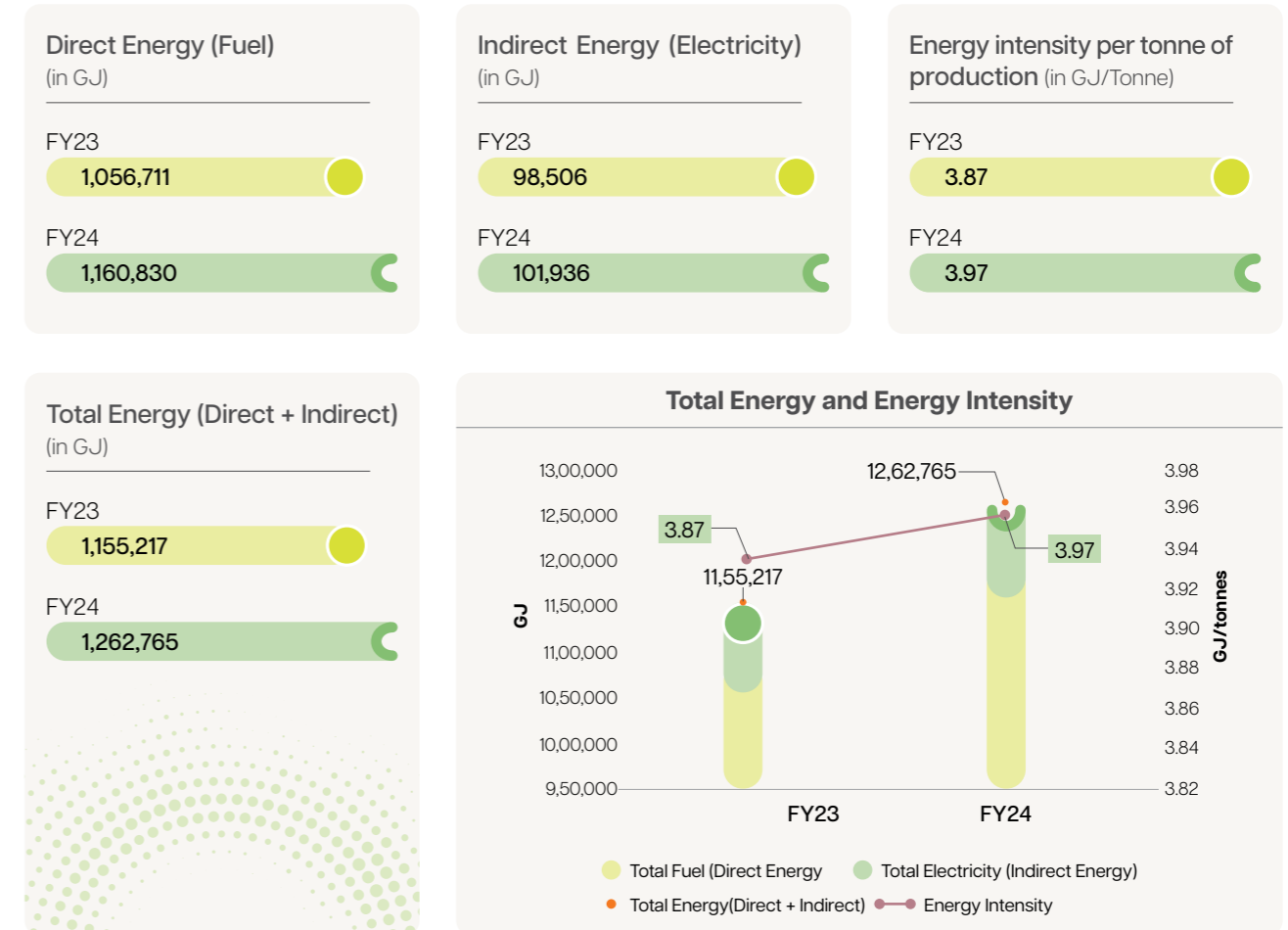
To achieve this, we have established a robust Energy and Environment Management System that drives continuous improvement through effective planning, monitoring, and implementation of energy conservation (ENCON) initiatives. This system is integral to our energy management strategy, ensuring that we adhere to globally recognized standards, including ISO 14001 for Environmental Management Systems and ISO 50001 for Energy Management Systems.

We emphasize optimizing energy consumption through rigorous operational controls and a diverse range of efficiency enhancement projects. Our dedication

to sustainable energy practices is evidenced by the execution of numerous energy-saving initiatives, demonstrating our commitment to minimizing our environmental footprint.

Through the deployment of cutting-edge technologies, process improvements, and employee awareness programs, we aim to enhance operational efficiency and cost-effectiveness while reducing our environmental impact. Our focus on monitoring efficiency metrics and conducting environmental impact assessments reinforces our dedication to maintaining high standards in both environmental and energy management.

Total Energy



(GRI 302)

The graphs provide a clear overview of CMR's energy performance during the year, showcasing a balanced approach to operational growth and sustainability. Total energy consumption, encompassing both direct and indirect sources, rose by 9.31%. However, energy intensity saw only a modest increase of 2.58%, reflecting the effectiveness of technological advancements such as decoaters, which have significantly optimized raw material usage. While these innovations have marginally increased fuel consumption, they have contributed to improved efficiency across operations.

As part of its strategic efforts, CMR has implemented energy-efficient motors,

drives, and pumps across all facilities. This proactive approach not only enhances operational performance but also reinforces the company's commitment to environmental responsibility.

The year also marked significant progress in optimizing energy sources. The consumption of Low Sulfur Heavy Stock (LSHS) decreased by 3.51%, and diesel usage was reduced by 5.13%, demonstrating the success of initiatives aimed at improving fuel efficiency and exploring alternatives.

In terms of energy diversification, Liquefied Petroleum Gas (LPG) usage surged by 80.28%, reflecting its strategic role in complementing other energy sources.

Similarly, total electricity from renewables increased by 27.25% compared to the previous year, driven by a focus on solar power, underscoring CMR's steadfast commitment to integrating clean energy solutions.

These achievements underscore CMR's ongoing efforts to optimize resource utilization, reduce environmental impact, and drive operational excellence. By prioritizing sustainable practices, the company continues to contribute to a greener and more sustainable future.



Continuous Improvement and Sustainability Initiatives

As part of our commitment to continuous improvement and sustainability, we conduct regular energy audits to identify areas for enhancing process efficiency. These audits play a vital role in optimizing operational performance while contributing to the preservation of natural resources. Through these efforts, we actively work towards improving environmental outcomes and ensuring responsible business operations that leave a positive impact on the world.



Data-Driven Energy Management

To strengthen our energy management efforts, we consolidate energy consumption data from all units into a centralized platform. This comprehensive data collection allows for detailed analysis and helps us track energy efficiency trends across the organization.



Collaborative Approach to Energy Optimization

Our energy management practices are reviewed monthly during inter-unit management meetings, chaired by CMR's top leadership. This collaborative, cross-functional approach ensures that energy-saving initiatives are effectively implemented and aligned with our sustainability goals. Regular engagement with stakeholders at all levels of the organization allows us to continuously monitor progress, drive improvements, and enhance operational efficiency.



Energy Saving Projects

CMR emphasizes the importance of efficient energy management by integrating advanced technologies across its operations. The company is committed to minimizing environmental impact and enhancing operational efficiency through various energy conservation practices. Efforts such as optimizing furnace performance with regenerative burners, improving material quality with advanced metal treatment systems, and reducing heat loss during molten metal transport reflect CMR's focus on operational excellence.

Advancing Sustainability through Solar Energy

CMR continues to strengthen its commitment to sustainable operations with the installation of a 500 KW solar system at our Tatarpur facility. This initiative aligns with our strategy to integrate cost-efficient, emission-free power sources into our operations. In FY24, our solar installation generated 473,680 kWh of clean energy, leading to a carbon savings of 339,155 kgCO₂e. This environmental benefit is equivalent to the annual electricity consumption of 64,122 homes, underscoring our commitment to renewable energy and reducing our carbon footprint. Building on this momentum, CMR is set to further enhance its renewable energy portfolio with the upcoming Chennai Open Access solar project, which will have a capacity of 2.5 MWp.

The successful implementation of this solar project is a testament to CMR's proactive approach toward reducing greenhouse gas emissions and enhancing energy efficiency. By harnessing renewable energy, we are driving progress toward a low-carbon future, reflecting our unwavering commitment to sustainable development and environmental responsibility.

Reducing GHG Emissions

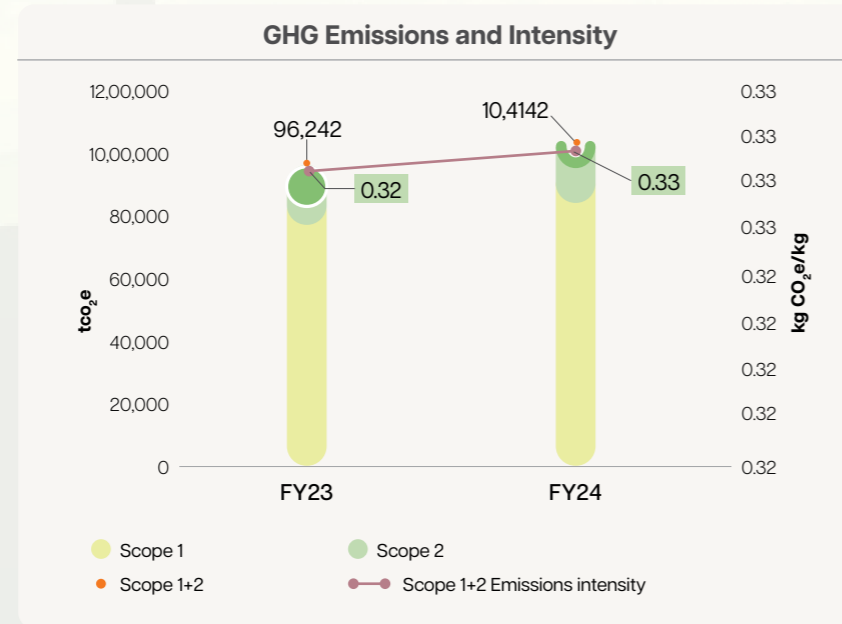
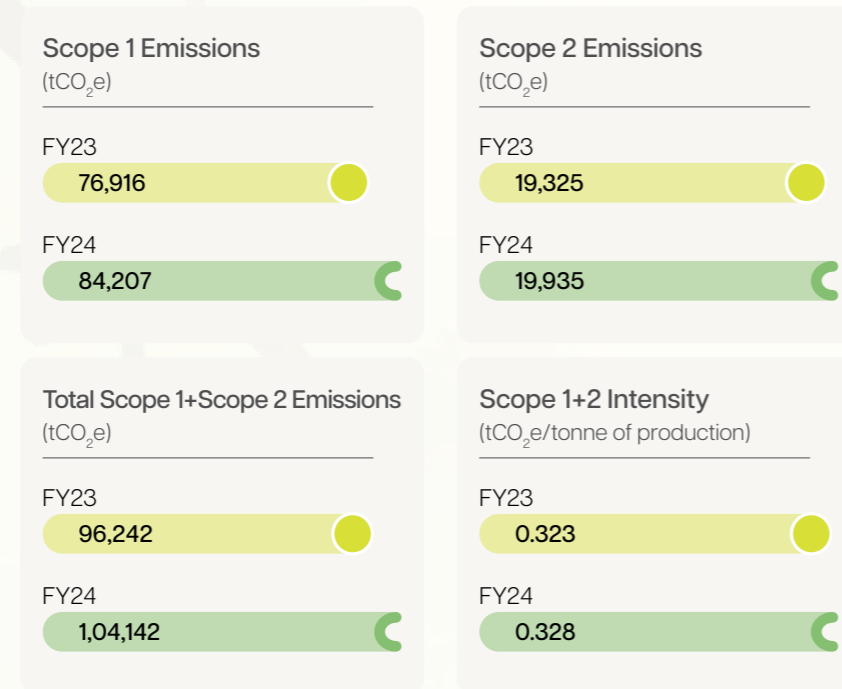
At CMR, managing emissions lies at the core of our environmental strategy, reflecting our commitment to addressing the environmental impact of industrial operations and the need for decisive climate action. Committed to Net-Zero Emissions by 2050, we are also aligned with near-term targets through the Science Based Targets initiative (SBTi) to ensure measurable progress. Our approach emphasizes tackling the root causes of climate change while implementing innovative solutions to reduce emissions and mitigate their effects. By integrating cleaner technologies, adopting energy-efficient practices, and enforcing rigorous monitoring systems, we continuously optimize emissions performance and lower carbon intensity, aligning with global sustainability objectives.

Through these efforts, we are not only enhancing operational efficiency but also contributing to the global effort to combat climate change, paving the way for a sustainable future.

CMR takes strategic steps to reduce its corporate carbon footprint, prioritizing Scope 1 and Scope 2 emissions through energy efficiency programs, advanced

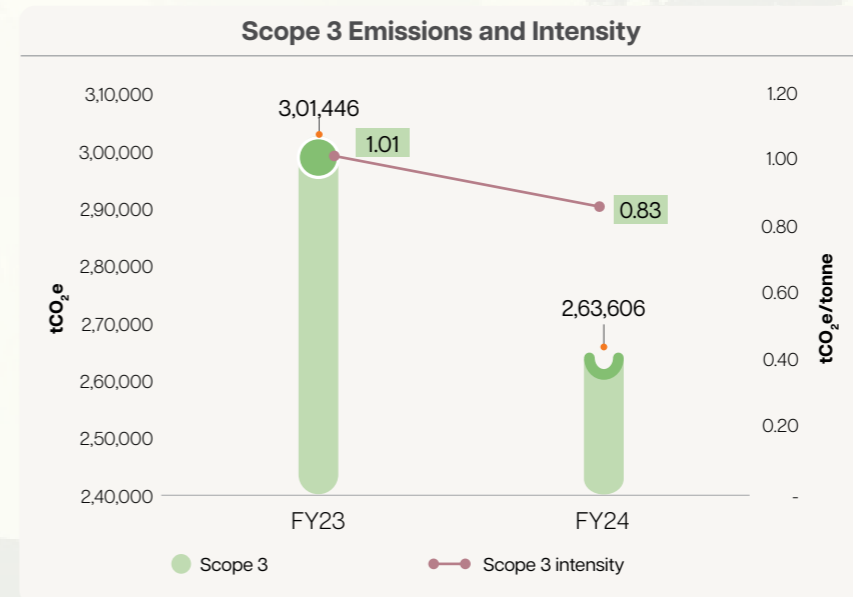
technologies, and green targets across operational facilities. Our efforts also extend to Scope 3 emissions management, covering the entire value chain to ensure sustainability beyond our direct operations. This includes managing emissions related to logistics, fuel and energy activities, business travel, employee commuting, and waste generation.

Scope 1 and Scope 2 Emissions



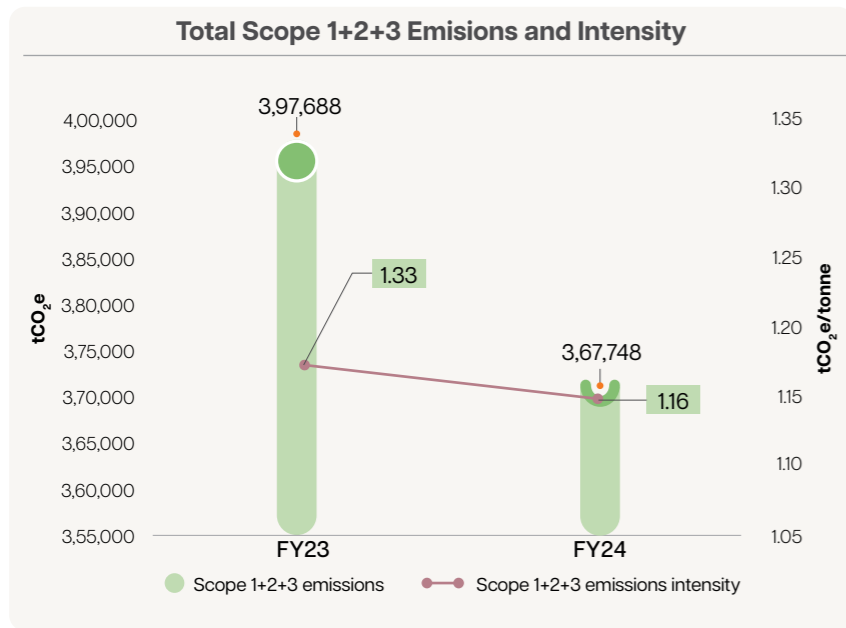
The graphs depict an 8.21% increase in total Scope 1 and Scope 2 emissions, encompassing both direct and indirect sources. Despite this rise, emissions intensity saw only a modest increase of 1.55%, reflecting the positive impact of technological advancements.

Scope 3 Emissions- Category wise	UoM	FY24	FY23
Purchased Goods & Services	tCO ₂ e	93,731	112,465
Purchase of Capital Goods	tCO ₂ e	4,334	1,628
Fuel & Energy related activities	tCO ₂ e	21,318	23,423
Upstream T&D	tCO ₂ e	2,213	2,056
Waste Generated in Operations	tCO ₂ e	3.16	1.9
Business Travel	tCO ₂ e	316	223
Employee Commuting	tCO ₂ e	542	632
Downstream T&D	tCO ₂ e	2,147	4,856
Processing of Sold Products	tCO ₂ e	139,002	156,163
Total	tCO ₂ e	263,606	301,446



Total Scope 3 Emissions	UoM	FY24	FY23
Total Scope 3 emissions	tCO ₂ e	263606	301446
Total Scope 3 emissions per tonne of production	tCO ₂ e/tonne	0.83	1.01

Total Scope 1+2+3 Emissions	UoM	FY24	FY23
Scope 1+2+3 emissions	tCO ₂ e	367748	397688
Scope 1+2+3 emissions intensity	tCO ₂ e/tonne	1.16	1.33



As illustrated in the table above, we have observed a decrease in Scope 3 Category 1 emissions, which are associated with purchased goods and materials. This reduction is a direct result of the technological advancements we have implemented this year, which have enabled us to optimize raw material consumption and streamline our supply chain processes. The decrease in Category 1 emissions is a key achievement of our ongoing efforts to improve resource efficiency and reduce environmental impact.

However, we have also seen an increase in Scope 3 Category 2 emissions, which primarily stem from capital goods. This rise is due to our increased investment in new technologies and capital assets as part of our efforts to modernize and enhance our operational capabilities. These technological advancements, while contributing to higher emissions from capital goods, have led to a reduction in raw material consumption, as reflected in the decrease in Category 1 emissions.

Furthermore, the adoption of these technologies has resulted in an overall increase in fuel consumption, which has contributed to a slight rise in Scope 1 emissions. This increase in Scope 1 emissions is primarily associated with the operational energy demands of the new technologies and equipment.

Despite the increase in Scope 1 and Scope 3 Category 2 emissions, we are pleased to report that our total Scope 3 emissions and Scope 3 intensity have decreased. Specifically, Scope 3 intensity has been reduced by 17.93% compared to the previous year, demonstrating the positive impact of our sustainability initiatives. Additionally, when considering the combined emissions from Scope 1, 2, and 3, we have successfully reduced both total emissions and intensity, with an overall intensity decrease of 13.22%. This reflects our continued commitment to achieving a more sustainable and efficient operational footprint.



Case Study: Emission Savings Through Technological Advancements at CMR

CMR's unwavering commitment to innovation and sustainability has resulted in significant resource optimization and emissions reduction. By implementing advanced technological solutions across its operations, CMR achieved remarkable efficiency improvements in FY24.

A key outcome of these advancements was a reduction in raw material consumption, with input of raw material saved per tonne of production output. This improvement highlights the effectiveness of CMR's process optimization and resource management initiatives.

The cumulative impact of these efforts translated into a substantial reduction in greenhouse gas (GHG) emissions. By saving raw materials at scale, CMR achieved an overall GHG savings of 16,170 tCO₂e. This achievement underscores the critical role of technology in minimizing environmental footprints and advancing the company's sustainability objectives.

Through these innovations, CMR not only enhanced operational efficiency but also reinforced its position as a leader in sustainable aluminum recycling, contributing to a more circular economy and demonstrating the tangible benefits of integrating sustainability with technology-driven solutions.

Conversion of Trucks from Diesel to CNG

In FY 23-24, CMR Group successfully converted 23 trucks from diesel to CNG, leading to a significant reduction in greenhouse gas emissions and reinforcing the company's commitment to minimizing its environmental impact. The switch to CNG not only aligns with CMR's sustainability goals but also provides cost benefits, making logistics operations more economical and environmentally friendly. The transition led to a reduction of 2,990 tCO₂e, equivalent to the emissions from burning 1,518 tonnes of coal. Additionally, this initiative achieved approximately 21% savings per kilometer, based on Euro 6 emissions standards, further advancing CMR's efforts to promote sustainable transportation practices.

Conversion of Forklifts from Diesel to Electric

In FY 2023-24, CMR Group expanded its fleet of electric-powered forklifts from 55 to 63, demonstrating its commitment to cleaner energy solutions. This transition led to a reduction in carbon emissions by 11 tCO₂e, equivalent to the emissions from burning 4 tonnes of coal, while maintaining operational efficiency. By prioritizing electric forklifts over diesel-powered ones, CMR reinforces its dedication to sustainability and environmentally responsible industrial practices.



CMR has established its office in Faridabad's first Green LEED Certified Building, demonstrating our dedication to sustainable practices.

Avoided Emissions

At CMR, we contribute to emissions reduction by directly supplying liquid metal to our customers, eliminating the need for remelting ingots at their facilities. This approach not only reduces energy consumption but also minimizes reliance on fossil fuels and prevents aluminum losses caused by oxidation during remelting. As a result, we achieved an estimated 62,689 tonnes of CO₂e in avoided emissions, equivalent to the annual electricity use of 13,065 homes, reinforcing our commitment to sustainable operations and meaningful climate action.



Non-GHG Air Emissions

At CMR, managing air emissions is central to our commitment to environmental stewardship and compliance with stringent regulatory standards. We adopt a proactive approach by continuously monitoring and optimizing operations to ensure emissions stay well within prescribed limits. Our efforts extend beyond mere compliance, integrating advanced pollution control technologies and energy-efficient solutions to reduce environmental impact and enhance operational efficiency.

Air emissions vary across our sites due to the unique processes and systems in place at each location. These emissions are regulated by federal and state environmental

agencies, with compliance maintained through routine internal audits. As part of our environmental management practices, emissions data is reviewed regularly and reported annually to the appropriate authorities as per permit requirements. In addition to reducing greenhouse gases, we actively manage non-GHG emissions, including carbon monoxide (CO), particulate matter (PM), nitrogen oxides (NOx), sulfur oxides (SOx), lead (Pb), and volatile organic compounds (VOCs). By aligning with global best practices, CMR strives to safeguard air quality and minimize emissions across all our operations, contributing to a more sustainable future.

Advanced Pollution Control through Baghouse Systems

At CMR, we are deeply committed to minimizing the environmental impact of our operations, and the installation of advanced baghouse systems across our facilities is a key part of this effort. These sophisticated pollution control systems are specifically designed to filter and remove particulate matter from furnace emissions, ensuring that the air released is significantly cleaner and aligned with stringent environmental standards. Baghouses play a crucial role in enhancing air quality by capturing fine particles that would otherwise contribute to atmospheric pollution. By continuously monitoring and

optimizing their performance, we ensure these systems operate at peak efficiency, safeguarding both the environment and public health.



We track stack temperatures daily and regularly maintain furnace combustion parameters to enhance operational efficiency while minimizing emissions. Additionally, accredited external laboratories conduct periodic stack emission tests to ensure full compliance with industry

standards. This rigorous monitoring process reinforces our commitment to responsible industrial practices and sustainable operations. Our efforts to minimize air emissions extend across all facilities, where we have installed advanced pollution control systems, such as baghouses, to

maintain superior air quality. This dedication to stringent environmental standards underscores our role in combating climate change, contributing to cleaner air, and promoting a healthier environment through sustainable growth

Air Emissions	UoM	FY24
i. NOX	MT	81.46
ii. SOX	MT	32.05
iii. Particulate matter (PM)	MT	85.81

Dust Management Enhancement at Ball Mill

CMR Group made a significant advancement in air quality management by installing a dust collector at the ball mill. This initiative not only eliminated the spread of dust during the milling process but also resulted in the collection of 913 kilograms of dust, addressing critical environmental and operational concerns. The installation followed the replacement of a burnt motor, ensuring optimal functionality of the system. By effectively controlling dust emissions, this initiative has contributed to a cleaner, safer workplace and reinforced CMR's commitment to environmental sustainability and regulatory compliance.



To enhance the system's efficiency and prevent clogging, CMR integrated an electromagnetic wave-based regeneration system, ensuring sustained optimal functionality over time.

RECD Technology to Boost Environmental Performance and Compliance

In FY 2023-24, CMR Group undertook a significant initiative to reduce emissions from its Diesel Generator (DG) sets by installing three Retro-Fitted Emission Control Devices (RECD) across three plants. The RECD technology has been successfully deployed at the following locations:

- CMR-4B, Bhiwadi: 250 KVA capacity, 1 unit
- CMR-5M, Manesar: 320 KVA capacity, 1 unit
- CMRN-4B, Bawal: 380 KVA capacity, 1 unit



Sowing Sustainability: 4500 Saplings for Tomorrow

In FY24, CMR Group made a significant contribution to environmental sustainability by planting over 4500 saplings across various locations. This initiative is part of our ongoing commitment to reducing carbon emissions and promoting biodiversity. The plantation drives were strategically carried out in areas where they will help restore ecosystems, improve air quality, and enhance the local environment. By focusing on both carbon offset and biodiversity enhancement, CMR aims to foster long-term sustainability, mitigate the effects of climate change, and create greener, healthier communities for future generations. This effort reflects our dedication to a sustainable future.

Innovation

At CMR, innovation is the cornerstone of our efforts to redefine sustainability and operational excellence. We relentlessly pursue transformative technologies and solutions that enhance efficiency while reducing our environmental impact. By pioneering advanced pollution control systems, implementing cutting-edge energy-efficient technologies like regenerative burners, and utilizing digital tools for real-time operational optimization, we are setting new industry standards. Our commitment to innovation drives us forward as we shape a more sustainable future, ensuring that we continue to lead in environmental stewardship and industry leadership.

Our commitment to innovation extends beyond technology to a deep understanding of customer needs. We focus on developing low-carbon products that empower our customers to make environmentally conscious choices, while staying ahead of trends in the aluminum industry. Through the adoption of technological advancements and innovative recycling processes, we improve both cost efficiency and product quality. With substantial investments in research and development, and a culture that fosters creativity and collaboration, CMR continuously tackles real-world challenges, such as reducing emissions and enhancing resource efficiency, setting new benchmarks in sustainable business practices.

We have successfully secured the following patents, further strengthening our commitment to innovation and technological advancement:

Smart Ladle Movement Safety Monitoring System

CMR Group's Intelligent Ladle Transport Safety Monitoring System enhances safety during the transport of molten metal by using sensors and real-time data analysis. This system helps prevent accidents, ensuring safer operations and a more secure work environment.

Precision Mold Cleaning and Polishing Unit for Castings

CMR Group's Buffing and Cleaning Device for Casting Molds optimizes the mold cleaning process, improving efficiency and extending mold lifespan.

Enhanced Suspension Bracket for Ladle Handling

The Suspension Bracket for Casting Ladle ensures safe and stable transport of molten metal, reducing the risk of spills and enhancing operational safety.

A Process for Electric Degassing and Molten Aluminum

This process aims to enhance the quality of molten aluminum by effectively removing gases, leading to superior product quality and reduced impurities.

System and Method for Monitoring Molten Metal Level in Furnace Reservoir

This system ensures precise monitoring of molten metal levels, improving operational safety, efficiency, and resource optimization.

These upcoming patents demonstrate CMR Group's ongoing commitment to technological advancement and operational excellence.

CMR Group is actively advancing its innovation portfolio with several patents currently in the pipeline, which include:



Waste & Circularity

At CMR Group, we believe that sustainability begins with transforming waste into opportunity. Circularity is not just a consideration for us—it is a business imperative. Across our operations, we collaborate with customers, suppliers, and industry partners to promote recycling and increase the use of recycled aluminum content. Our goal is to develop closed-loop systems where aluminum

scrap generated by customers can be reintroduced into production, minimizing waste and maximizing resource efficiency. By integrating cutting-edge, resource-efficient technologies and adopting low-impact practices, we strive to reduce dependency on virgin raw materials, aligning our operations with the highest sustainability standards.

Waste Generated within operations

Hazardous waste			
	Units	FY24	FY23
E-Waste	tonnes	0.30	-
Used Oil	tonnes	5.81	5.00
Used Oil Filters	Nos.	0.36	0.00
Oil and Grease-Soaked used clothes	tonnes	0.30	1.00
Used Oil drums and Grease Buckets	tonnes	0.20	1.00
Alcool Powder*	tonnes	0.00	405.00
Non- Hazardous waste			
Carbon (Fly ash)	tonnes	1281.49	975.00
Dana 3mm (Bi Product)*	tonnes	15551.16	13807.08
Water treatment Sludge (STP)	tonnes	1.10	0.00
Municipal Solid Waste (Everyday items i.e. Garbage, food wastage etc.)	tonnes	2.25	1.00
Demolition waste (Building waste)	tonnes	10.00	0.00
Refractory Re-lining	tonnes	66.00	130.00
Pakki	tonnes	483.20	605.00
Total Hazardous Waste generated	tonnes	7	412
Total Non-hazardous Waste generated	tonnes	17395	15518
Total Waste	tonnes	17402	15930
Waste Intensity	kg/tonnes	54.74	53.40

CMR employs a comprehensive approach to waste management that emphasizes the principles of 5R:

Refuse: Avoid unnecessary waste by sourcing quality aluminum scrap and using efficient processes.

Reduce: Minimize energy consumption, emissions, and material waste through innovative technologies.

Reuse: Repurpose by-products like dross and slag for secondary applications, reducing landfill contributions.

Repurpose: Innovatively transform waste materials into useful products for other industries.

Recycle: Reprocess aluminum scrap into high-quality ingots or liquid aluminum, fostering a circular economy.

Our operations handle both hazardous and non-hazardous waste, ensuring safe practices throughout the entire process. Each of our sites follows detailed procedures for waste handling, storage, spill management, and compliance with local and federal regulations. Workers responsible for waste management, particularly hazardous materials, undergo specialized training in handling, emergency response, and spill prevention.

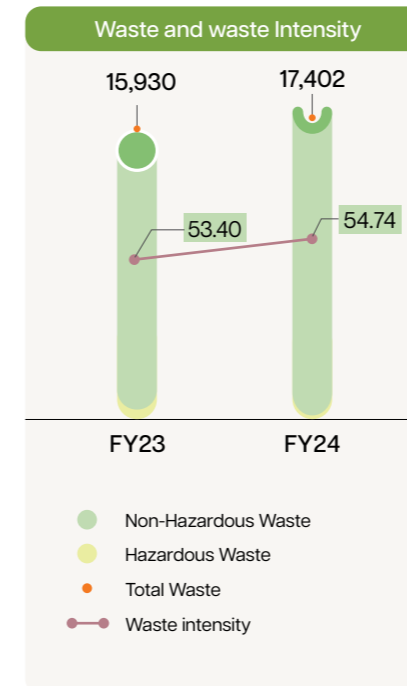
At CMR, our waste management efforts extend beyond internal operations, reflecting our commitment to environmental responsibility. We collaborate with certified third-party providers for the safe storage, recycling, transportation, and disposal of waste. These partners are rigorously evaluated to ensure compliance with regulatory standards and alignment with CMR's environmental objectives.

Waste Disposal Category (Total Waste)	Amount (in tonnes)	% contribution
Recycling (open loop and Closed loop)	17385	99.90%
Landfill	16	0.09%
Re-use	2	0.01%

All hazardous and non-hazardous waste from our facilities is managed exclusively through authorized agencies, minimizing environmental impact and maintaining strict adherence to legal norms. Additionally, we close the loop by reclaiming runners and scrap from our customers, fostering circularity. In Gujarat, we further enhance circularity by partnering with external vendors who utilize CMR's waste in their production processes, contributing to sustainable resource use and a circular economy.

Advancing Circularity with MCI

CMR is committed to circularity through a comprehensive resource management approach guided by the Material Circularity Indicator (MCI) developed by the MacArthur Foundation. The MCI evaluates metrics like recycled versus virgin feedstock, collection rates, recycling efficiency, and end-of-life impact, with a score of 1 indicating complete circularity. India's primary aluminum production has an MCI of approximately 0.22, highlighting the industry's challenges in achieving circularity. In contrast, CMR's products achieve an impressive MCI of 0.89, reflecting our strong focus on sustainability. Globally, the aluminum mix averages an MCI of 0.56. Through continuous optimization using the MCI framework, CMR leads the way in enhancing resource efficiency, reducing waste, and fostering a circular economy.



The above graph illustrates a significant reduction in waste intensity, which increased from 53.40 kg/tonne to 54.74 kg/tonne—a 2.52% increase in the current financial year.

Scrap from Customers

CMR Group saw an increase in the quantity of scrap from customers, rising from 25,806 MT in FY 22-23 to 35,890 MT in FY 23-24. This growth in scrap recovery reflects CMR's commitment to promoting a circular economy by reprocessing and reusing scrap materials. The initiative contributes to waste reduction, enhances resource efficiency, and supports CMR's sustainability goals while fostering stronger customer relationships through recycling and resource optimization efforts.

Lube Oil Usage Reduction

In FY 23-24, CMR Group successfully reduced its lube oil consumption from 37,791 liters in FY 22-23 to 34,318 liters. This achievement was made possible through a series of initiatives aimed at reducing natural resource consumption and lowering costs. One key measure involved filtering and reusing used lube oil from the power pack, thereby minimizing waste and extending the oil's lifecycle. As a result, this reduction has contributed to a net savings of 5,703 kgCO₂e in greenhouse gas emissions. This initiative reflects CMR's ongoing commitment to sustainability by conserving resources, reducing operational costs, and minimizing its environmental footprint.



(GRI 306) We have added Alcool Powder and Dana 3mm (Bi Product) in Waste table this year. However, this waste is recycled in open loop recycling process.

Advancing Sustainability through Closed-Loop Recycling

CMR is committed to sustainable manufacturing by adopting closed-loop recycling practices, where process scrap from customers is collected and recycled into new materials. This approach not only preserves valuable natural resources but also plays a crucial role in reducing carbon emissions by minimizing the need for virgin raw materials.

Our efforts in closed-loop recycling have yielded substantial results, with a 20% increase in recycled input from customer scrap in FY 24. This significant progress has directly contributed to the avoidance of greenhouse gas (GHG) emissions, reinforcing our commitment to environmental stewardship and sustainable production. By promoting closed-loop recycling, CMR continues to lead the way in creating circular value chains that align with global climate goals and resource conservation efforts.

Water and Effluents

Water is an essential resource that plays a vital role in promoting health, supporting communities, and driving economic growth. At CMR, we acknowledge the critical importance of water conservation and are dedicated to its responsible usage, particularly in light of contemporary challenges such as erratic rainfall patterns and diminishing groundwater reserves. Our operations primarily focus on aluminum recycling, a process that substantially reduces water consumption compared to traditional aluminum production from bauxite ore. Although we do use water in our operations, our net water consumption—defined as water withdrawn and not returned to the environment—is minimal.

To further enhance our water stewardship, we actively integrate the principles of water circularity, focusing on recycling and reusing water within our operations. This circularity initiative is being deployed horizontally across all our locations, ensuring consistent practices and reducing reliance on freshwater resources. Through

this approach, CMR demonstrates its commitment to conserving water, improving operational efficiency, and advancing sustainable resource management.

Water stewardship is particularly critical for the aluminum industry, which relies heavily on water throughout its value chain—from raw material extraction to production. According to the Alliance for Water Stewardship (AWS), sustainable water management is essential to mitigate risks such as water scarcity, poor water quality, and ecosystem degradation. At CMR, we align with these stewardship principles to address water-related risks and safeguard this shared resource. Our recycling-based processes significantly reduce water usage, contributing to a resilient, water-secure future while ensuring our operations uphold environmental responsibility and advance sustainable practices.

Comprehensive Water Management Strategy

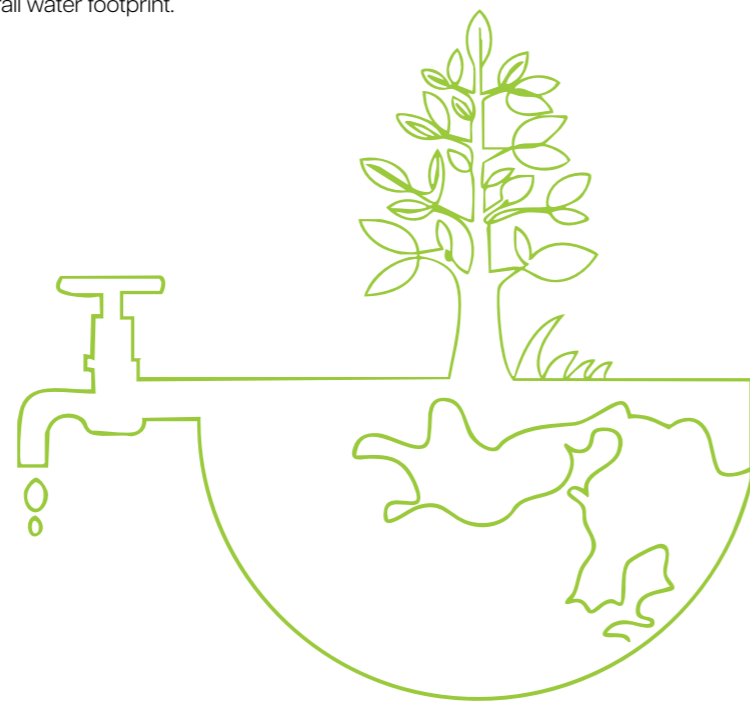
Our strategy for effective water management is multifaceted, focusing on three key areas:

- **Resource Conservation:** We implement practices aimed at reducing water consumption and enhancing recycling processes to minimize our overall water footprint.

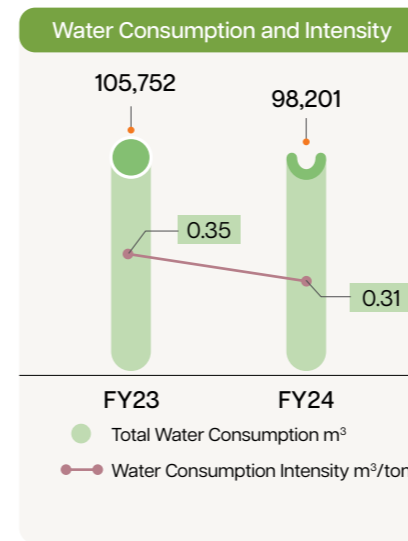
- **Water Quality Maintenance:** We are dedicated to ensuring that our operations do not negatively impact local water resources, thereby preserving water quality.

- **Community Collaboration:** We actively engage with local communities to foster shared responsibility in the effective management of water resources.

To further strengthen our commitment, we conducted a thorough water risk assessment using the Water Resource Institute's Aqueduct tool. This assessment was designed to evaluate whether any of our facilities are located in water-stressed regions. The assessment indicated that while our facilities are situated in areas classified as high-water stress regions, our actual water consumption remains negligible. This finding not only highlights our effective water management practices but also reinforces our commitment to sustainability. At CMR, we strive to set a standard for responsible water usage, contributing positively to both our operations and the communities we serve.



Parameter	Units	FY24	FY23
Water withdrawal by source			
Groundwater Water	KL	64,465	66,070
Third party water	KL	33,736	39,682
Total volume of water withdrawal	KL	98,201	105,752
Water Consumption Intensity per ton of production	KL/tonne	0.31	0.35



The graph highlights a 12.85% reduction in water consumption intensity, decreasing from 0.35 KL/tonne to 0.31 KL/tonne during the current financial year. This achievement is attributed to the implementation of ongoing rainwater harvesting initiatives, which play a crucial role in conserving this essential resource.

Water Circularity Savings

CMR Group achieved significant water savings in FY 23-24, with a total of 968 KL of water saved through enhanced water circularity initiatives. These efforts focused on improving water reuse and recycling processes within the production cycle, thereby reducing overall water consumption. By optimizing water usage and ensuring efficient circulation within the system, CMR not only minimized waste but also contributed to its broader sustainability goals. This initiative reflects CMR's ongoing commitment to conserving water resources and reducing its environmental impact.

Ongoing Rainwater Harvesting Projects

We are proud to manage 26 active rainwater harvesting projects, each strategically designed to preserve and enhance the sustainability of this invaluable resource. These initiatives not only contribute to local water availability but also help mitigate the impacts of urban

runoff and promote groundwater recharge. By capturing rainwater during precipitation events, we are ensuring that this essential resource is utilized efficiently, supporting both operational needs and environmental stewardship.

Sewage Treatment Plants (STPs)

To address wastewater management effectively, we have installed Sewage Treatment Plants (STPs) within our facilities. These plants play a crucial role in treating wastewater generated from our operations, ensuring that it is processed and safely returned to the environment. By minimizing adverse impacts on local ecosystems, our STPs uphold our commitment to environmental responsibility and compliance with regulatory standards. This initiative not only protects water quality but also enhances our overall sustainability framework by promoting the responsible management of wastewater resources.

Closed Loop Water System

Our innovative Closed Loop Water System has been instrumental in achieving significant water savings. At our Chennai Plant, we have established a rainwater harvesting capacity of 330 KL, which is utilized in a circular process for flotation operations. This system allows us to recycle and reuse water efficiently, minimizing waste and promoting sustainability. By integrating rainwater into our processes, we not only conserve water but also enhance our operational resilience, paving the way for a more sustainable future.



ADDRESSING CLIMATE RISK

CO₂



Integrating Climate Risk Management in Line with TCFD Framework

Climate change continues to be a pressing concern for the industry. While our business model inherently supports the global drive toward decarbonization, this year we have broadened our evaluation of climate-related risks to better understand their impact on our business and operations. During the reporting period, we conducted a climate risk assessment, focusing on both physical and transition risks, aligned with the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD). In response, we have implemented several initiatives to mitigate climate change impacts, enhance resilience, and invest in adaptive strategies. CMR has been a proud supporter of TCFD since 2023.

CMR's TCFD disclosures in this report have been restructured based on the 2021 GRI Universal Standards following TCFD's fulfillment of its remit in October 2023. The changes include:

1. Updated materiality assessment: CMR's evaluation of material sustainability topics was revised in 2024 based on the 2021 GRI Universal Standards (Impact materiality applied). See the Materiality Assessment section for more detail.
2. Updated time horizons: These were revised in line with guidance from the IFRS Foundation.

We have aligned our approach to climate as per the four pillars of the TCFD:



Integrating Climate Risk Management in Line with TCFD Framework

Governance

We capitalize on business opportunities, mitigate risks, and proactively address social and environmental challenges, such as resource scarcity and climate change, in their early stages. We systematically identify high-impact and high-interest issues for the Company, aligning actions with our overarching vision and mission. The Company-wide strategy is methodically cascaded down to unit-specific sustainability activities, ensuring the systematic integration of stakeholders' requirements. Our committees are dedicated to robust governance practices that address climate-related financial risks and opportunities. Our governance structure places a strong emphasis on the oversight and management of climate-related issues. The Board of Directors actively engages in the governance of climate-related matters, ensuring that the organization's strategy aligns with both sustainability goals and the effective management of climate-related risks. Through regular assessments and reviews, our company identifies and evaluates climate-related risks and opportunities, integrating this information into our strategic decision-making processes. Our approach is instrumental in building a resilient business model that not only minimizes climate-related risks but also maximizes opportunities for sustainable growth in the aluminum recycling sector.

Strategy

Our sustainability initiatives center around prioritizing low-carbon products and fostering sustainable development, underscored by a commitment to transparency in our operations and investments. For identifying and assessing physical risks, we used Advanced Climate Modelling and Representative Concentration Pathway (RCP) 4.5 and RCP 8.5. For transition risks, we utilized India's Nationally Determined Contributions (NDCs), Below 2°C Scenario, IEA World Energy Outlook (WEO) 2020 Stated Policies Scenarios (STEPS) and Sustainable Development Scenario (SDS), and Delayed Transition Scenario.

In developing our strategy, we considered a wide range of opportunities and risks across two discrete time horizons for mapping Physical and Transition Risks. Our selected scenarios align with notable IEA scenarios, including the Sustainable Development Scenario and Net Zero 2050. These climate scenarios are based on IPCC projections, extended macroeconomic forecasts, and our internal assessments of climate-related risks. They are designed around our current operations and ongoing projects, focusing on development across short-term (0–5 years), medium-term (5–10 years), and long-term (Beyond 10 Years) horizons.



Addressing Climate-Related Risks and Opportunities

Physical and transition climate change scenarios

In line with our intentions to set Science Based Climate Targets as per SBTi criteria (1.5 Degree aligned), this year we have included RCP 2.6 scenario and RCP 6.0 scenarios in our assessment.

RCP Scenarios evaluated by CMR (Physical)

Risk	Risk type	IPCC Scenario	Description
Increased severity and frequency of extreme weather events such as cyclones and floods	Acute physical risk	RCP 2.6, RCP 6.0, RCP 4.5	Immediate and severe impact of climate change. Cyclones can cause significant damage to infrastructure, disrupt supply chains, and result in substantial economic losses and human casualties. Coastal flooding due to rising sea levels, storm surges, and due to other extreme weather events, such as hurricanes and typhoons can destroy infrastructure
Low levels of water/water scarcity	Acute physical risk	RCP 2.6, RCP 6.0, RCP 4.5	Resulting from insufficient water availability due stress to high demand for limited water sources among agricultural, industrial, and domestic users. This can lead to conflicts over water rights, and increased costs for water extraction and distribution
Frequency of droughts	Chronic physical risk	RCP 2.6, RCP 6.0, RCP 4.5	Due to the long-term shift in climate patterns and the increased frequency of droughts, natural resources and ecosystems face heightened vulnerabilities. For aluminum recyclers, the extraction of raw materials for alloying purposes or supplementary inputs often involves partnerships with mining and industrial operations, which can degrade natural environments and exacerbate soil depletion. This, in turn, reduces the ecosystem services vital for maintaining sustainable raw material supply chains. Furthermore, the degradation of these ecosystems promotes erosion and threatens water resources critical for industrial cooling processes and material recovery operations in recycling facilities.
Extreme heat and rising temperatures	Chronic physical risk	RCP 2.6, RCP 6.0, RCP 4.5	Sustained higher temperatures can cause widespread and severe impacts on human health, ecosystems, and economies

Scenarios considered for analysis

Scenario	Description	Global mean temperature change	Mitigation measures
RCP 2.6	A low-emission scenario that assumes significant mitigation efforts to limit global warming to below 2°C above pre-industrial levels. It requires early and aggressive reductions in greenhouse gas emissions	Low increase; likely to stay below 2°C by 2100	Requires widespread adoption of renewable energy sources, increased energy efficiency, and the deployment of renewable energy and EV adoption along with strong international cooperation and significant policy interventions, incl. carbon pricing, subsidies for clean energy, and regulations to reduce emissions
RCP 4.5	A stabilization scenario where emissions peak around 2040 and then decline. It represents moderate mitigation efforts, leading to stabilization of radiative forcing at 4.5 W/m² by 2100	Medium-low increase between 2°C to 3°C by 2100	Significant shift towards renewable energy sources incl. wind, solar and bioenergy; carbon sequestration through reforestation and circularity, strong climate policies such as carbon pricing, emissions trading systems, and subsidies for clean energy
RCP 6.0	A stabilization scenario with emissions peaking around 2080 and then declining. This scenario assumes less aggressive mitigation measures compared to RCP4.5, leading to stabilization of radiative forcing at 6.0 W/m² by 2100.	Medium-high increase between 2.6°C to 3.1°C by 2100	Significant shift towards renewable energy sources incl. wind, solar and bioenergy; carbon sequestration through reforestation and circularity, strong climate policies such as carbon pricing, emissions trading systems, and subsidies for clean energy
RCP 8.5	A high-emission scenario where emissions continue to rise throughout the 21 st century, leading to significant global warming. It represents a future with little to no climate policies, resulting in radiative forcing of 8.5 W/m² by 2100.	High increase by about 4°C to 6.1°C by 2100	Implementation of mitigation measures would be challenging

WEO-2020 scenarios (Transition Risks)

Stated policies scenario

This scenario integrates both current and announced climate policies up to mid-2020, encompassing the Nationally Determined Contributions from governments globally. Serving as a baseline, this scenario establishes the framework against which supplementary actions are necessary to achieve the Sustainable Development Scenario (SDS) climate goals.

Sustainable Development scenario

This pathway outlines an energy sector strategy aligned with achieving global Net Zero CO₂ emissions from the entire energy system by approximately 2070. The approach also seeks to ensure universal access to energy while concurrently mitigating air pollution.



Climate-Related Physical Risks

Physical risks could result from acute and/or chronic climate-related changes, including variations in rainfall patterns, flooding, water shortages, sea level changes, storm patterns and intensities, and rising temperatures. These risks could lead to flooding of facilities, production process disruptions, infrastructure failures, and potential accidents.

To understand and mitigate climate-related physical risks to CMR's operations, the company performed comprehensive observational climate risk assessments. In 2024, CMR updated its physical climate risk assessment, incorporating models of climate-related events under current conditions and RCP 4.5 and RCP 8.5 scenarios for 2030, 2040, and 2050.

CMR is actively assessing potential consequences and required mitigation actions. The findings are being integrated into its risk management systems to develop plans for climate change adaptation. Several

of CMR's assets have already undergone significant upgrades to manage risks such as increased precipitation and associated flood impacts.

Our operations (current and upcoming) are located in Haryana, Gujarat, Uttarakhand, Rajasthan, Tamil Nadu, Andhra Pradesh, Maharashtra, and Odisha—regions characterized by a tropical climate with high temperatures, humidity, moderate to high rainfall, and brief mild winters. These states of India experience uneven and erratic rainfall, resulting in recurring floods and droughts of varying severity. In recent years, the impacts of climate change have become more pronounced in Tamil Nadu and Uttarakhand, prompting us to conduct a physical risk assessment of our sites in Sriperumbudur and Vallam (southern region), Bhiwadi, Halol, Vanod (western region), and Haridwar (northern region of India). These assessments used IPCC scenarios: High Climate Change Scenario (RCP 8.5 or SSP5) and Moderate Climate Change Scenario (RCP 4.5 or SSP2).

We conducted qualitative scenario analysis for our operations, including upstream and downstream activities. Our operations are vulnerable to both acute and chronic physical risks associated with climate change, such as cyclones, droughts, extreme temperatures, floods, and changing rainfall patterns. The impact of each risk on our business depends on the geographic locations and the global progress toward achieving net-zero emissions. A more comprehensive quantitative assessment will be carried-out in coming years using location-specific data to analyze historical trends and identify vulnerabilities to floods, droughts, and erratic rainfall for both current and future projections which will be collected from available sources including upcoming Climate Risk Information System (RB-CRIS) proposed by Indian Regulator, Reserve Bank of India (RBI). RBI has proposed this in their recent monetary policy meeting held in October 2024.

Risk	Risk Description	Impact Likelihood	Time Horizon	Mitigation Strategy
Physical Risks				
Chronic Risk	Water Scarcity: The plant locations of the company are situated in regions experiencing water scarcity. These locations include Haryana, Gujarat, Tamil Nadu and Uttarakhand. This may impact the availability and cost of water resulting in operational disruptions.	High ↑	🔗🔗	<p>To mitigate the risk, we invest in water-efficient technologies, implementing recycling and reuse initiatives, and engaging with local communities to address concerns and promote sustainable water practices. We have also adopted a range of measures for water security for us as well as the communities in and around us that includes improving water consumption efficiency, increased recycling of treated wastewater to reduce freshwater intake, selection of advanced water treatment technologies, sustained Zero Liquid Discharge (ZLD) from the plants and rainwater harvesting, integrated watershed management projects beyond the fence.</p> <p>We continuously monitor and track weather patterns (especially rainfall patterns) to understand the likelihood of these risks occurring in the near term.</p>

Risk	Risk Description	Impact Likelihood	Time Horizon	Mitigation Strategy
Physical Risks				
Chronic Risk	Extreme Heat and Rise in Temperature: Extreme heat can lead to increased energy consumption for cooling systems within the recycling process. This may not only impact both operational costs and the company's environmental footprint but also our stakeholder's health and disrupt the supply chain.	High ↑	🔗🔗	<p>We invest in energy-efficient technologies, enhance equipment resilience to higher temperatures, develop comprehensive risk management strategies, and collaborate with stakeholders to promote sustainable practices. Additionally, we inform about evolving regulations to our stakeholders, and integrate climate resilience into our long-term business strategy.</p>
Acute Risk	Future Flood and Cyclone Risk in Operational Sites: Many of CMR's locations are prone to cyclones and river floods and their aftermath, which often result in flooding. The sites prone to flood includes Palwal, Haridwar, Vallam and Sriperumbudur whereas cyclone prone areas are Vanod, Ahmedabad, Haridwar, Vallam and Sriperumbudur. This can disrupt the supply chain by affecting the transportation and logistics networks crucial for the delivery of raw materials and the distribution of recycled aluminum products. Moreover, the damage caused by heavy cyclones and flooding can lead to expensive repairs and downtime.	High ↑	🔗🔗	<p>We are continuously planning resilient infrastructure design and construction, including flood barriers, elevated structures, and storm-resilient buildings. Apart from it, we maintain strategic stockpiles of key raw materials and finished products to mitigate production interruptions. We have implemented a range of measures to enhance our resilience to weather-related challenges. These measures encompass operational and infrastructural design changes, the establishment of pre-monsoon and summer preparedness plans, the adoption of employee well-being initiatives, and an increase in the frequency of mock drills. Additionally, we have elevated raw material stocks and implemented enhanced protection measures against adverse weather conditions. To address the potential impact on our supply chain, we promote supplier geographic diversity, ensuring multiple alternatives in case a specific supplier is affected by extreme weather events. This proactive approach involves the appointment of dedicated teams to effectively manage and respond to such weather-related incidents.</p> <p>We also conduct a long-term scenario analysis for all our sites as per different RCPs. This gives us a better outlook of precipitation and temperature variability over different geographies.</p>

Climate-Related Transition Risks

Climate change adaptation and the transition to a 1.5°C economy pose both opportunities and risks to CMR. The company has assessed scenarios for technology, regulatory, policy, market, and reputational risks consistent with a 1.5°C scenario. These outcomes have been integrated into CMR's climate strategy, advocacy work on future climate-related legislation, and technology and market strategies. As a result, CMR's long-term positioning, operational planning, and financial planning reflect the company's assessment of transition risks in a 1.5°C scenario.

The transition may lead to stricter regulations and more ambitious climate targets, which could drive costs within parts of CMR's asset base. However, the overall

portfolio is expected to benefit from these trends, as they will also affect demand for CMR's low-carbon products.

Aluminum is widely acknowledged as an enabler for the green transition, and the low-carbon aluminum CMR produces is a key lever to reduce Scope 3 emissions for customers across several industry sectors. CMR is well-positioned to benefit from the transition to net-zero GHG emissions, generating significantly lower GHG emissions than the industry average.



Aluminum, one of the most widely used metals globally, plays a critical role in low-carbon technologies. It is integral to lightweight EVs, battery packaging, fuel cells, wind turbine blades, photovoltaic panels, and power infrastructure. However, despite its importance, the aluminum

industry significantly contributes to global greenhouse gas emissions, making it a primary target for decarbonization. Our analysis utilized five reference scenarios: Current Policies Scenario, Nationally Determined Contributions (NDCs) Scenario, Below 2°C Scenario, Net Zero 2050 Scenario, and Delayed Transition Scenario.




Transitioning to a lower-carbon economy may require substantial policy, legal, technological, and market changes to meet climate change mitigation and adaptation needs. Depending on the nature and extent of these changes, transition risks can present financial and reputational challenges for organizations. Our study examines various transition risk factors as defined by the TCFD:

Risk	Risk Description	Impact Likelihood	Time Horizon	Mitigation Strategy
Transition Risks				
Regulatory Risk	<p>Tariff Barriers: Changes in import and export tariffs and duties can directly affect the cost competitiveness. Higher tariffs on imported raw materials or equipment may increase production costs, while changes in export tariffs may impact the pricing and market competitiveness of raw materials.</p> <p>Non- Tariff Barriers: It includes quotas, licensing and other technical requirements and standards. This may hamper the smooth flow of goods across borders while importing the necessary material and exporting the finished products.</p> <p>Environmental Regulations: Increased industrial regulations will intensify the demand for environmental compliance, prompting a stronger emphasis on decarbonization and stringent monitoring of industrial emissions. Failure to adhere to these regulations could lead to substantial financial penalties and may face significant hurdles due to stringent regulations concerning the carbon footprint of shipped goods.</p>	High ↑	🟢	<p>We have implemented a thorough compliance management system ensuring adherence to laws and regulations. The system notifies relevant teams about upcoming regulations, minimizing regulatory risks.</p> <p>The inherent circular nature of our business, coupled with our commitment to low carbon products, provides a holistic approach to addressing climate change. This strategic alignment positions us to leverage these sustainability efforts as opportunities to mitigate the financial impacts associated with climate change risks and will give us an upper hand as a supplier. By embracing a circular economy and offering low carbon products, we not only contribute to environmental stewardship but also enhance our resilience to potential financial challenges posed by climate-related factors.</p>

Risk	Risk Description	Impact Likelihood	Time Horizon	Mitigation Strategy
Transition Risks				
Regulatory Risk	<p>EU Regulations (CBAM): Since, we procure raw materials from USA and EU, the EU laws and regulations are applicable to us also. The EU authority provides a regulatory framework, Carbon Border Adjustment Mechanism (CBAM), that establishes a fair price on carbon emitted during the production of carbon-intensive goods that are at risk for carbon leakage – such as cement, iron and steel, aluminum, fertilizers, electricity, and hydrogen – that are entering the E.U. We plan to track the developments with CBAM to ensure that the company is safeguarded from any risks arising from change in scope/ coverage of the CBAM.</p>			<p>To address the regulatory and market risks associated with international trade and carbon adjustment mechanisms, we have implemented a multifaceted mitigation strategy. Our office in the U.S. plays a critical role in ensuring smooth procurement processes and compliance with local and international regulations, particularly for raw materials originating from the U.S. This presence allows us to maintain strong relationships with suppliers and respond proactively to any changes in regulatory or market conditions. We are also exploring and developing other international markets to diversify our geographical footprint and reduce dependency on any single region. Further, we are enhancing our presence in the domestic market to secure a consistent and reliable supply of aluminium scrap. By expanding partnerships with local industries, scrap aggregators, and collection centers, we are building a robust network for sourcing high-quality scrap.</p>
Market Risk	<p>Industry Preference: The International Aluminium Institute predicts a 40% increase by 2030 which will require an additional 33 million tonnes of production annually. Geographically, the market can be seen proliferating in developed regions like Europe and North America due to increasing demand for aluminum in the automotive and construction industries. The evolving global landscape, marked by an increased emphasis on resource usage and efficiency, has led to a shift in industry demands and preferences. Growing awareness of climate change has resulted in a notable change, with a discernible preference for products characterized by lower environmental impact, including those labeled as eco-friendly, green, recycled, and less energy intensive. This changing market demand presents a potential risk to our business and products, necessitating a proactive approach to align our offerings with the evolving expectations.</p>	Medium ↑	🟢	<p>At CMR, there is a dedicated team which works with various heads to ensure client satisfaction and deliver the best quality work. We also monitor and analyze market trends, competitor activities that enable us to anticipate changes in market conditions and adjust our strategies accordingly. Changes in industry requirements or in competitive technologies may render our product obsolete or less attractive and require us to procure or develop modernized technology if we do not strategize accordingly. In future, we execute strategic arrangements with patent holders of patented technology or other partners to cope up with such risks.</p>

Risk	Risk Description	Impact Likelihood	Time Horizon	Mitigation Strategy
	<p>For instance, advanced sensors and data analytics can be employed to detect variations in material composition, enabling prompt adjustments to maintain high product quality standards. Additionally, such modern equipment may also be expensive, and our Company may be restricted in its ability to purchase such modernized technology.</p> <p>Customer Preference: With the growing awareness of greenhouse gas (GHG) mitigation, there is a noticeable shift in consumer behavior towards the procurement of environmentally friendly products for their operations.</p>			<p>We have always strived to embrace the technological advancements and innovation in recycling processes that help us in improving the cost efficiency and product quality. Failure to effectively implement these strategies can pose risks, increase emissions, and disrupt the supply leading with higher market capital.</p>
Supply Chain Risk	<p>Volatility in the supply and pricing of our raw materials may have an adverse effect on our business. Our raw material suppliers could fail to meet their obligations resulting in an adverse effect on our business. As is typical in the aluminum recycling industry, we maintain a high level of inventory of raw materials, work in progress and finished goods.</p>	High ↑	 	<p>We plan our production volumes based on our forecast of the demand for our products. Any error in forecasting could result in surplus stock which would have an adverse effect on our profitability. In order to pursue our expansion strategy, we have increased production levels and our inventory of raw materials and finished goods.</p> <p>In our raw material procurement strategy, we actively explore various transportation modes. Specifically, we opt for marine transport for the initial shipment of raw materials from overseas and subsequently utilize railway transport instead of roadways. This deliberate choice is aimed at reducing emissions and aligning with sustainable practices. By prioritizing more environmentally friendly modes of transportation, we contribute to minimizing our carbon footprint throughout the supply chain.</p>

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Risk	Risk Description	Impact Likelihood	Time Horizon	Mitigation Strategy
Technology Risk	<p>The low-carbon alternatives or climate smart technological advancements, comes with escalating carbon pricing and regulatory constraints, and a shift from conventional industrial products to their low-carbon counterparts. These transformations will significantly influence the viability of current products, manufacturing methodologies, and associated costs. This involves substantial upfront investments in new equipment, processes, infrastructure and require reskilling or upskilling the workforce.</p> <p>In certain cases, we depend on our joint venture partners for procuring competitive technologies. This risk also includes the cost maintenance for the existing machinery and plants.</p>	High ↑		<p>We actively engage in collaborations with research institutions, government agencies, and industry peers to promote the exchange of knowledge, resources, and best practices. By working collectively with these entities, we contribute to a collaborative environment where shared expertise enhances the development and implementation of effective strategies. This collaborative approach strengthens our commitment to innovation, sustainability, and the broader advancement of industry standards.</p>
Reputational Risk	<p>The industrial sector faces exposure to cost and reputational risks rooting from economic, and regulatory, political activities. Companies within this sector may experience reputational damage if they are not prompt in adapting to evolving consumer and shareholder expectations for increased use of sustainable materials, environmentally friendly production processes, and transparent disclosures. The failure to respond effectively to these shifting demands could have detrimental effects on both cost structures and brand and reputation of the firm.</p>	High ↑	 	<p>Reputation holds a paramount significance at CMR, we have formulated comprehensive roadmaps inclusive of milestones, necessary interventions, and a rigorous review mechanism. Dedicated teams have been designated to implement projects and attain these objectives. We maintain a commitment to transparency through comprehensive disclosures on our website and an annual Sustainability report. In these publications, we provide clear insights into our established targets and include a progress tracker to keep stakeholders informed about our advancements.</p>

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Climate-related opportunities

CMR is well-positioned to leverage the green transition, as aluminum plays a vital role in low-carbon technologies such as lightweight electric vehicles (EVs), wind turbines, solar panels, and energy infrastructure. CMR's low-carbon aluminum

significantly reduces Scope 3 emissions for customers across industries, aligning with the broader goal of achieving net-zero GHG emissions.

The company's footprint benefits from its substantial reliance on recycling process

and usage of renewable energy, making its aluminum production far more sustainable than industry averages. This positions CMR to cater to growing demand for decarbonized materials across diverse sectors like transport, construction, and renewable energy.

Risk	Risk Description	Impact Likelihood	Time Horizon	Mitigation Strategy
Climate-related opportunities				
Energy Efficiency	Eco-efficiency is an opportunity for CMR to improve process efficiency while minimizing environmental damage. CMR has undertaken various energy efficiency initiatives to reduce energy consumption and initiate renewable energy consumption.	Medium ↑	🟢 🟢🟢	CMR has a defined monitoring and governance systems covering all ecoefficiency parameters. These are reviewed and budgets are allocated for improving performance.
Sustainable Supply Chain	The integration of a sustainable supply chain approach will enable CMR to comprehensively assess and analyze its ESG (Environmental, Social, and Governance) impact throughout its entire value chain. By embracing sustainable procurement practices, CMR can leverage opportunities that generate value, such as responsible sourcing, collaboration with partners upstream and downstream, and enhancing the governance of its supply chain.	High ↑	🟢 🟢🟢	We are committed to reduce resource usage (energy, water, raw material) during sourcing/production/distribution through the entire supply value chain in collaboration with suppliers. The procurement policy now seamlessly integrates sustainability criteria and requirements. Furthermore, CMR has implemented an ESG Due-Diligence Process as part of its vendor onboarding procedures. In addition, CMR has conducted a comprehensive ESG risk assessment of its supply chain, pinpointing specific categories and vendors slated for auditing. These audit criteria and requirements have been seamlessly integrated into the Vendor Risk Management program.
Market	The ongoing global energy transition has opened up new market avenues for various industries offering low-carbon products and services. Collaborations on a global scale with Original Equipment Manufacturers (OEMs), electric vehicle (EV) manufacturers, and governments present novel market opportunities for our company as we actively transition towards a low-carbon economy. Given its lightweight and versatile properties, aluminum plays a pivotal role in the manufacturing of these innovative products and services, prompting our customers to increasingly prioritize the co-development of low-carbon solutions. Additionally, stakeholders and governmental regulations are increasingly emphasizing the demand for recycled aluminum and copper metals in the foreseeable future.	High ↑	🟢	We are actively investing in research and development to craft optimal solutions in response to evolving customer demands.

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Risk	Risk Description	Impact Likelihood	Time Horizon	Mitigation Strategy
Products/ Services	As stakeholder demands increasingly lean towards low-carbon products, significant growth is anticipated in the market for low-carbon goods and services, including the Electric Vehicle industry and the lightweighting of the Automotive industry. The utilization of aluminum for improved thermal insulation in buildings has the potential to enhance energy efficiency by minimizing heating and cooling needs. Additionally, rising stakeholder concerns about environmental issues may contribute to a shift from plastic packaging to aluminum packaging. These changing demands present a substantial growth opportunity in the aluminum sector, and we are well-positioned to capitalize on this emerging trend.	Medium ↑	🟢🟢	We always put our customer's preference at utmost priority. We redevelop the innovation in our process technology and products to satisfy the demands of our customers. We move towards the low carbon products to provide conscious choice to our customers and analyzing the future trend of aluminum in the industry/market.
Resilience	We fortify our resilience against both transition and physical climate risks. Our processes and products are strategically designed to minimize vulnerability to regulatory changes and shifting customer preferences. Thus, our climate action efforts serve not only as a commitment to sustainability but also as a strategic opportunity to enhance overall resilience.	Medium ↑	🟢🟢	Our continual approach towards resource efficiency through redesigning and redeveloping low carbon products specifically focusing on climate action plan. Quantifying our scope 1, 2, and 3 emissions with an aim to reduce the emissions in each process till the targeted percent. Our proactive measures towards employee wellbeing, improved supply chain, adoption of advanced technology will foster a sustainable business.

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RISK MANAGEMENT

Climate risk is now aligned with our risk management framework enabling us to identify, assess, and develop the response strategies for various risks, while maintaining effective monitoring of our operations. This framework is tailored to consider objectives pertaining to operations, reporting, and compliance. Leveraging this, we systematically evaluate risks and opportunities at both the asset/plant and corporate levels. The mitigation plans and advancements toward achieving low-carbon and sustainable development targets undergo thorough review and approval by the Executive Committee and board. Our robust low-carbon products and sustainable development plan is an outcome of this comprehensive risk management process.

METRICS AND TARGET

At the heart of our mission is the promotion of collaboration and the effective utilization of resources to actively contribute to the advancement of a more sustainable world. Our strategic approach centers on creating valuable commodities and assets with enduring benefits, acknowledging the pivotal role our materials play in promoting optimism and aiding global initiatives to restrict temperature rise to below 1.5 degrees Celsius. Currently, our focus with regard to metrics and targets is to ensure consistent monitoring of resource consumption, greenhouse gas (GHG) emissions and investments. With enhanced coverage of data and better monitoring procedures in place, we plan to achieve net zero by 2050. With our active implementation of innovative and sustainable practices, we fulfill our commitment as responsible environmental stewards.

We have embedded climate-related risks and opportunities into our business operations, addressing financial, operational, technological, and ESG performance dimensions. Utilizing a range of metrics, we assess both the current impacts and potential future implications of these factors.

Our GHG emissions reporting encompasses all three scopes, adhering to the GHG Protocol Standards. This year, our Scope 1 and Scope 2 emission intensities increased by 1.55% (combined) compared to FY 23 levels. This rise is attributable to the adoption of a technology designed to increase scrap yields, a key input material. As a result, we achieved a 16.66% reduction in Scope 3 Category 1 emissions compared to FY 23, amounting to a net reduction of 18,734 tCO₂e in absolute terms.

Advancing on our commitment made last year to achieve NetZero by 2050, we have taken a significant step forward by initiating the process for SBTi validation. As of the publication of this report, our commitment to set Science-Based Climate Target has been accepted by SBTi and is now listed on their dashboard. Utilizing the operational control approach, we plan to submit our targets for validation within the 24-month window outlined in SBTi's compliance policy. To ensure our goals remain realistic and attainable, we will revisit and refine the NetZero roadmap developed last year.

Road map to Net Zero

Focus Area	2025	2035	2050 (Net Zero)
Emissions and Climate Change	Implement carbon reduction strategies	Significant CO2 reduction, transition to electrification, renewables	Net-zero emissions with 100% renewable energy and sustainable fuels
Energy Efficiency	Improve energy efficiency, increase renewables	Reduce energy intensity, expand renewables	Net-zero energy consumption with 100% renewable energy
Water and Effluents	Install water-efficient technologies	Reduce water intensity, optimize recycling	Zero water usage, complete recycling
Waste	Launch waste segregation and recycling	Reduce waste generation, improve recycling	Zero waste generation, circular economy integration
Material Stewardship	Increase use of sustainable raw materials	Transition to renewable and recycled materials	100% sustainable, renewable, and recycled materials
Sustainable Supply Chain	Begin supplier sustainability screening	Expand supplier assessments for sustainability	Full supplier sustainability screening
Environmental Compliance	Strengthen compliance, zero fines/penalties	Exceed environmental regulations	Maintain zero fines/penalties, adherence to global standards
Air Emissions	Implement emission control technologies	Reduce air emissions intensity	Net-zero air emissions through advanced technologies
Innovation	Increase R&D in sustainable solutions	Accelerate innovation, eco-friendly patents	Lead in sustainable product design and resource efficiency

The ongoing SBTi study at CMR will provide valuable insights to shape and refine the company's sustainability initiatives, ensuring alignment with science-based targets and driving meaningful progress toward achieving its long-term environmental goals.



SOCIAL

Why this topic is Material for CMR

At CMR, our people are central to everything we do. Our team forms a collaborative network of specialists dedicated to advancing our mission while working closely with clients and engaging with a broad range of stakeholders. We take pride in fostering a strong community united by our shared purpose and the positive impact of our work. By supporting and learning from one another, we create an inclusive and cooperative environment that values each individual and empowers everyone to thrive.

In our approach to people management, we focus on three key areas: attracting, retaining, and nurturing talent; promoting diversity, equity, inclusion, and belonging; and ensuring the health, safety, and wellbeing of all our employees. This holistic approach enables us to build a resilient workforce that drives CMR's success while contributing to a positive organizational culture.



Diversity and Equal opportunity



Talent attraction and retention



Human Rights



Training and Education



Product Quality Management



Local Communities



Occupational Health and Safety



Empowering Communities and Workforce through Culture: CMR's Social Commitment

Under the **Culture pillar** of CMR's 3C Sustainability Strategy—Circularity, Culture, Conscience—we place profound emphasis on fostering a supportive and inclusive environment that prioritizes people, their rights, and their well-being. This pillar underscores our commitment to Diversity and Equal Opportunity, ensuring that our workforce reflects varied perspectives and backgrounds, which drive innovation and collaboration. By cultivating an equitable workplace, we promote respect and opportunity across all levels, empowering employees to thrive.

CMR's Talent Attraction and Retention initiatives are aligned with this principle, emphasizing professional growth, skill development, and long-term career prospects. Through comprehensive training and education programs, we provide employees with the tools they need to excel while fostering a culture of continuous learning. Beyond our workforce, we extend our focus to Local Communities, supporting initiatives that uplift livelihoods, enhance educational opportunities, and ensure socio-economic empowerment in the regions we operate.

Occupational Health and Safety remains paramount within our operations. We implement rigorous safety protocols, conduct regular audits, and encourage a proactive safety culture to protect our workforce. Additionally, our Product Quality Management systems ensure that we deliver safe, reliable, and sustainable products, reinforcing customer trust and satisfaction.

By integrating these efforts under the Culture pillar, CMR advances its ESG objectives and solidifies its role as a socially responsible organization committed to empowering individuals and communities. This holistic approach not only strengthens our internal and external relationships but also contributes to building a sustainable and equitable society.

Diversity and Equal opportunity

At CMR, we are dedicated to fostering an environment where every associate's potential is recognized and nurtured. We believe that when individuals with unique talents, perspectives, and insights come together in a supportive and inclusive manner, it creates powerful synergies that drive innovation and growth. To manage human potential effectively, CMR focuses on three core areas: Talent Acquisition, Management, and Development. These areas are underpinned by our cultural pillars—encouraging an inclusive and diverse workforce, building trust and care for our people, and empowering associates to make decisions. We recognize that diversity drives creativity, and our policies are tailored to support this, ensuring that every employee has the opportunity to grow and contribute meaningfully to the organization.



Empowering Diversity, Equity and Inclusion

Gender diversity is essential for driving innovation and creating a dynamic work environment at CMR. Our commitment to building a diverse workforce is founded on individual merit, expertise, and the potential for meaningful contributions. We actively promote women in leadership roles, particularly in critical operational areas, ensuring that all employees have equal opportunities for growth and advancement, regardless of gender. Our talent acquisition processes are designed to assess individual strengths while eliminating biases related to geography, national backgrounds, religion, and socioeconomic status, fostering an inclusive and equitable workspace.



In recognition of our unwavering commitment to gender equity and inclusivity, CMR Group has been honored with the prestigious certification for the "Most Preferred Workplace for Women 2024-25" by the esteemed Republic & Marksmen Daily Group. This accolade reflects our core values and our ongoing dedication to creating an empowering environment for women professionals.

The evaluation was based on an industry-wide study conducted by LeadCap Ventures, which assessed organizations on key parameters, including:

- Equitable pay and compensation
- Career advancement opportunities
- A safe and inclusive working environment
- Leadership representation
- Work-life balance

(GRI 2-7, 2-8), (GRI 405)

We are immensely proud to stand alongside industry leaders such as CEAT, Hindustan Unilever Limited, Schneider Electric, Tech Mahindra, SBI, Welspun, Almebic Pharma, TATA Bluescope Steel, Cadila, Bajaj Consumer, and many others. This recognition will also receive significant media coverage, with CMR being featured in top publications such as Fortune India, Hindustan Times, and Business Standard, which will further strengthen our employer branding and solidify our reputation as a workplace of choice for women.

This achievement is a direct reflection of our collective efforts in implementing best-in-class policies and creating a safe, inclusive environment for all employees.

To reinforce our commitment to equality, CMR has implemented a comprehensive Code of Ethics & Conduct, supported by robust HR policies that guarantee equal opportunities for all employees. The Code of Conduct is included in appointment letters, and candidates submit a written declaration during induction. Any negative impacts are addressed through an Internal

Complaints Committee and a whistleblower policy. Our Performance Management System is structured to ensure objectivity and minimize discrimination. We monitor effectiveness through statutory reports and annual reviews of discrimination complaints, with insights from the Great Place to Work (GPTW) survey guiding policy enhancements. Regular communication channels allow for stakeholder engagement, ensuring that suggestions are documented and shared, which supports continuous improvement and responsiveness to employee needs.

Diversity breakdown of employees by category:

i. Gender	Male	Female	Total*
	678	36	714
ii. Age group	under 30 years old	30-50 years old	over 50 years old
	227	437	50

*Includes Management Staff and Permanent Workmen/women

Diversity breakdown of employees by category:

Permanent	Male	Female	Total
	678	36	714
Contractual	Male	Female	Total
	1617	1724	3341

% of employees by category

Permanent	Male	Female	Total
	95 %	5 %	100%
Contractual	Male	Female	Total
	48 %	52 %	100%

Diversity breakdown of governance bodies (Board) by category

i. Gender	Male	Female	Total
	88%	13%	100%
ii. Age group	under 30 years old	30-50 years old	over 50 years old
	13%	13%	74%

Commitment to Equal Pay

CMR is deeply committed to ensuring equal pay for equal work, regardless of gender, by basing remuneration decisions solely on merit, skill, and experience. Our "equal pay for equal skill levels" policy is implemented across all employee categories and locations, in line with the Equal Remuneration Act and our Code of

Conduct (COC). This approach fosters fairness and transparency, reflecting our dedication to creating a workplace where everyone is valued and rewarded equitably. We regularly assess job roles and responsibilities to eliminate pay discrepancies and ensure that all employees are fairly compensated for their contributions. By focusing on equitable pay practices, we aim

to create an inclusive work environment that benefits both employees and the organization.

The female-to-male remuneration ratio is 4:5, based on the average Cost to Company (CTC) across key operational locations.

Talent attraction and retention

Recognizing that our strength lies in a talented workforce, CMR is committed to creating an environment where new employees can thrive and advance in their careers. We actively seek individuals who share our values and passion for the industry. Our inclusive culture promotes personal and professional development through strong support, competitive compensation, and a focus on work-life balance, making us an employer of choice. To strengthen our talent pipeline, we partner with local institutions to welcome young apprentices, provide comprehensive induction training, and pair new hires with 'Buddies' for guidance. We facilitate open communication through monthly meetings with management, encouraging employees to share their insights. Our diverse team enhances operational efficiency and innovation, while our talent management strategy nurtures individual abilities through benefits such as life insurance and retirement plans. Ultimately, our holistic Employee Value Proposition prioritizes career aspirations and well-being, empowering every individual at CMR to reach their full potential.

Employee value proposition (EVP)

Work Environment

- Recognition
- Autonomy
- Personal achievement
- Work life balance
- Role Clarity

Career Path

- Opportunity to progress & develop
- Training & Education at work
- Career development
- Evaluation and feedback



Company Culture

- Well defined & accepted mission, vision & values
- Strong leadership
- Collaboration
- Trust
- Social Responsibility

Compensation & Benefits

- Fairness & Timelines
- Evaluation system
- Compensation revision & promotion
- Holidays & time-off
- Insurance
- Retirement

Our quality assurance staff comprises 10% of the total production workforce, reinforcing our commitment to maintaining the highest quality standards.

	By Age Group (Years)			By Gender	
	< 30	30-50	> 50	Male	Female
No. of new permanent employee hires	133	6	86	205	20
Rate of new permanent employee hires	19%	1%	12%	29%	3%
No. of new contractual employee hires	1006	2244	91	1617	1724
Rate of new contractual employee hires	8%	11%	0.40%	11%	7%

(GRI 401; GRI 402)

	By Age Group (Years)			By Gender	
	< 30	30-50	> 50	Male	Female
No. of employee turnover	76	64	3	129	14
Rate of employee turnover	27%	12%	6%	16%	26%

CMR is committed to fairness and ethical conduct, a principle deeply ingrained in its operations through the Code of Conduct, which is a key part of every employee's appointment letter and induction process. Policies such as the Board Diversity

Policy, POSH Policy, and Code of Ethics & Conduct underscore CMR's role as an equal opportunity employer. When drafting or revisiting policies, CMR ensures transparency by seeking feedback and suggestions from all employees, circulating

draft policies for review. The input received is shared with top management, discussed, and incorporated as necessary to create inclusive and effective policies.

Comprehensive Employee Benefits

We prioritize employee welfare by providing a range of benefits for both full-time and contractual employees. Full-time staff enjoy healthcare, disability coverage, and retirement provisions, while contractual employees receive essential benefits such as life insurance and healthcare support, demonstrating CMR's commitment to fostering a supportive work environment for all.

Benefits provided to	Time Employees	Contractual Employees
i. Life insurance;	No	Yes, ESIC/WC
ii. Health care;	Yes	Yes, through ESIC/Insurance
iii. Disability and Invalidity coverage;	Yes	Yes
iv. Parental leave;	Yes, as per Maternity Benefit Act	
v. Retirement provision;	Yes, EPS as a part of PF Scheme	
vi. Stock ownership;	No	No

Parental Leave for	Full time employees		Contractual employees	
	Male	Female	Male	Female
No. of employees entitled	NA	36	NA	1724
No. of employees availed	NA	1	NA	0
No. of emp's returned to work	NA	1	NA	NA
After return still employed for 12 months	NA	1	NA	NA
Return to work rate	NA	100	NA	NA
Retention rate	NA	100	NA	NA

Additionally, facilities for women, including washrooms, creches, transport, and security policies like allowing women to arrange cabs for their safety, showcase CMR's dedication to a safe and inclusive workplace. The company also has an Internal Complaints Committee, a whistleblower policy, and various women-focused events, strengthening its commitment to creating a secure and supportive environment.



Enhancing Employee Engagement

CMR is committed to cultivating a positive and inclusive work environment, as demonstrated by our participation in the Great Place to Work (GPTW) survey for the period 2023-2024. We are proud to be a Great Place to Work Certified Organization for the second consecutive time. Further we are extremely humbled to be also recognised among India's Best Workplaces in Manufacturing - 2025 in Mid-size category.

Our employee satisfaction has seen a significant increase, rising from 82% to 91%, reflecting our ongoing efforts to enhance the workplace experience. Additionally, our participation rate has improved from 95% to 100%, further highlighting the strong engagement and commitment of our workforce. This initiative allows us to benchmark our workplace culture against industry standards and gain valuable insights into employee perceptions.

CMR is dedicated to continuously improving workplace conditions by actively listening to employee feedback. In addition to participating in the Great Place to Work (GPTW) survey, we regularly conduct employee satisfaction surveys to evaluate our work environment. Based on the feedback received, CMR has implemented policy changes aimed at enhancing employee satisfaction, with a strong focus on transparency and collaboration. This approach ensures that employee concerns are addressed, fostering overall well-being and a positive, engaged workforce.

We also promote an inclusive environment by maintaining open lines of communication between employees and leadership through initiatives such as Samvaad, Townhall, Rubaru, and Coffee with the MD. These platforms encourage direct engagement and dialogue, strengthening connections at all levels of the organization and reinforcing our commitment to a collaborative and transparent workplace.

91%

of employee feel we are a great place to work

“Recognized among India's Best Workplaces in Manufacturing – 2025 in Mid-size Category”



Commitment to Labor Rights

CMR is dedicated to safeguarding labor rights and nurturing positive relationships with employees across all operational domains. Our core value of “Care & Trust” reflects our commitment to employee well-being, equitable treatment, and development. We ensure fair and consistent working conditions within a secure workplace, supporting the collective success and sustainability of both CMR and its valued employees. This commitment is achieved through adherence to all applicable laws and regulations, facilitated by advanced digital platforms that ensure timely payment of fair wages and benefits. Our Human Rights Policy and compliance

with labor laws guide our actions, creating an environment where employees feel valued and respected. Additionally, CMR provides a minimum notice period of at least four weeks to employees and their representatives before implementing significant operational changes that could substantially affect them.

To manage potential impacts related to labor rights, CMR conducts internal audits and uses compliance tracking software to monitor adherence to labor laws. Regular communication meetings, such as **Samvaad and Townhall**, foster employee engagement and provide a

platform for feedback. We maintain meeting minutes and utilize a grievance mechanism within the HRMS to effectively address concerns. Our tracking processes include management dashboard reports, dipstick surveys, and internal audits, ensuring continuous improvement in our practices. Actively seeking employee input during policy drafting reinforces our commitment to inclusivity and operational enhancement. By aligning HR policies with technological advancements, we promote equal opportunities and streamline processes, ultimately contributing positively to the communities we serve.





Human Rights

CMR Group is unwavering in its commitment to uphold internationally recognized human rights standards while actively preventing any abuses within our operations and supply chains. We prioritize the identification and management of human rights impacts, particularly among suppliers associated with significant risks regarding non-discrimination, child and forced labor, human trafficking, and the rights to freedom of association and collective bargaining. Our approach is rooted in respect for the customs and values of the

communities where we operate, ensuring that our actions align with local expectations.

Transparency is a cornerstone of our operations; we voluntarily disclose any reported violations and the corresponding corrective actions taken in our sustainability reports. In addition, we are dedicated to safeguarding whistleblowers who make protected disclosures in good faith. Our adherence to essential legislation, such as the Factories Act, 1948, the Contract

Labour (R&A) Act, 1970, and the Payment of Gratuity Act, 1972, underscores our respect for all stakeholders' rights. We go beyond compliance by striving to create an equitable workplace for every employee, implementing a robust monitoring and reporting system to evaluate our performance. By acknowledging the inherent risks in our operations, we remain vigilant in our duty to protect the rights of all individuals associated with our work environment, fostering a culture of respect and dignity.

<p>Town Hall</p>  <p>An open communication pathway between employees and top management, enabling the seamless exchange of ideas and suggestions for improvement.</p>	<p>Rubaru</p>  <p>An open dialogue between new hires and top management, fostering the exchange of fresh ideas and new perspectives.</p>	<p>Samvaad</p>  <p>A direct communication channel between shopfloor blue-collar employees and plant management for effective interaction.</p>	<p>Coffee with MD</p>  <p>A collaborative exchange of insights between high achievers and the leadership team.</p>
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 <p>Human Rights Impact Management</p> <p>Endeavour to identify and manage human rights impacts within operations and among identified suppliers considered to have significant risks.</p>	 <p>Community Respect</p> <p>Respect the customs and values of the neighboring communities where we operate.</p>	 <p>Transparency in Reporting</p> <p>Voluntarily disclose information regarding reported human rights violations and corrective actions to stakeholders through sustainability reports.</p>	 <p>Whistleblower Protection</p> <p>Safeguard whistleblowers making protected disclosures in good faith.</p>
 <p>Fair Remuneration and Benefits</p> <p>Commit to fair remuneration, hours of work, and social benefits based on local laws and market standards.</p>			

In line with the Human Rights Policy, CMR is dedicated to ensuring compliance with the Human Rights Framework as defined by the United Nations Human Rights Council (UNHRC) for itself and its business associates. This commitment is validated through an online survey and declaration by the concerned parties, focusing on practices that may adversely affect critical areas such as working conditions, labor rights, the right to privacy, health and safety, fair remuneration, freedom of speech, workplace discrimination and harassment, learning and development, and diversity and inclusion.

(GRI 408; GRI 409)

Human Rights Mitigation and Remediation

Understanding that human rights compliance requires ongoing vigilance, CMR continuously identifies risk factors that could compromise these rights. To address this proactively, CMR has conducted a Risk Study to assess the most common human rights abuses within its operational geographies and developed comprehensive mitigation plans.

 <p>Trust and Respect CMR Group is committed to treating every employee with trust, respect, and an understanding of their human dignity and family responsibilities.</p>	 <p>Zero Tolerance for Mistreatment We enforce a strict zero-tolerance policy against physical mistreatment of any internal or external stakeholder.</p>	 <p>No Abusive Language Abusive language is strictly prohibited, and all employees are expected to maintain professionalism in their interactions.</p>	 <p>Substance Policy Employees must not be under the influence of alcohol or illegal substances while on duty, as such conduct is strictly forbidden.</p>	 <p>Compliance with POSH CMR Group strictly enforces its Prevention of Sexual Harassment (POSH) policy to ensure a safe and respectful workplace for all employees.</p>
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Prohibition of Child Labour

CMR strictly adheres to laws prohibiting child labor, such as the Child Labour (Prohibition and Regulation) Act of 1986, by implementing stringent entry protocols. These include mandatory age verification and government-issued biometric IDs (e.g., Aadhar Cards) for all workers, ensuring that no one under the age of 18 is employed. To further ensure compliance, CMR uses a Contract Labour Management system that monitors and verifies the employment process, guaranteeing that no individual without proper identification joins our workforce.

Throughout our operations and supply chain, there is no significant risk of child labor or young workers being exposed to hazardous conditions. This includes all facilities, such as manufacturing plants, and extends to our suppliers. Additionally, none of our locations or suppliers are situated in geographic areas considered at risk for such incidents. CMR remains fully committed to the abolition of child labor, and our compliance mechanisms ensure ongoing adherence to all relevant labor laws.

Prohibition of Forced Labour

At CMR, the risk of forced labor is taken seriously and addressed through stringent

measures in line with laws such as The Bonded Labour System (Abolition) Act of 1976. To prevent any form of exploitation, all payments to third-party employees are made electronically, directly to individual bank accounts. Additionally, CMR strictly prohibits the use of service bonds, ensuring that employees work in fair and transparent conditions.

There are no operations or suppliers within CMR's network identified as having significant risks related to forced or compulsory labor, either by operation type or geographic area. To uphold its commitment to ethical labor practices, CMR has established a comprehensive Human Rights Policy. The organization also provides an annual declaration confirming its compliance with all legal and regulatory labor requirements, reinforcing its dedication to eliminating forced labor.

Workplace Discrimination and Harassment

CMR recognizes the risks associated with workplace discrimination and harassment, particularly sexual harassment, which is addressed under the Protection of Women from Sexual Harassment Act of 2013. In compliance with this legislation, CMR has established an internal complaints committee

to handle grievances. Contact information for this committee is prominently displayed within the organization to ensure accessibility for all employees. Furthermore, CMR conducts regular awareness sessions for employees and associates and includes non-discrimination policies as part of its Code of Conduct, fostering a respectful and inclusive workplace culture.

Category	No. of complaints filed during the FY 2023-24
Child labour/ forced labour/ involuntary labour	Nil
Sexual harassment	Nil
Discriminatory employment	Nil

Training and Education

At CMR Group, our training and education initiatives are designed to enhance the skills, knowledge, and competencies of our workforce, ensuring they are well-equipped to meet the evolving needs of the business. These programs are central to our HR strategy and play a pivotal role in reinforcing organizational competencies while driving sustainable growth. We offer a variety of training programs tailored to specific job roles and departments, ranging from technical skill enhancement to leadership development. To foster leadership, we have implemented structured leadership development programs aimed at identifying and nurturing future leaders within the company. This includes initiatives such as our Trainee and Young

Leadership Programs (GMLP, ELP) and role transition programs like "Campus to Corporate" and "First-Time Managers." Additionally, technical skill enhancement programs cover areas like quality testing and MS Office, while behavioral skills training includes sessions such as Amar Binda programs. Health and wellness are also prioritized through awareness sessions led by experts. Our commitment to safety, health, and the environment is further strengthened by compulsory training such as mock safety drills, regular toolbox talks, and environmental awareness campaigns. These are aligned with our adherence to the EHS Policy, IATF certification, and ISO 45001 for occupational health and safety. We continuously track

the effectiveness of our training programs through tools such as Root Cause Analysis (RCA), Corrective and Preventive Actions (CAPA), external audits, and Kaizen implementation. Certifications, permits, and environmental clearances serve as indicators of our compliance and progress. CMR also ensures employee readiness for career transitions by offering programs such as financial health awareness sessions focused on retirement planning (NPS), helping employees manage career endings due to retirement or termination. Through regular communication channels, we integrate stakeholder engagement into our training efforts, ensuring that feedback informs future actions and program improvements.

Development Area	Objectives
Leadership Development	Programs like GMLP and ELP nurture future leaders, alongside role transition initiatives such as "Campus to Corporate."
Technical and Behavioral Training	Focuses on technical skills (e.g., quality testing, MS Office) and behavioral skills (e.g., Amar Binda programs) to develop a well-rounded workforce.
Safety Training	Includes mock safety drills and toolbox talks, aligned with EHS Policy and compliance standards, to ensure a safe working environment.
Effectiveness Tracking	Monitored through tools like RCA and CAPA, ensuring continuous improvement and compliance with training effectiveness standards.
Career Transition Support	Provides financial health awareness sessions to assist employees in managing career transitions effectively.

Productivity Improvement through Project Sahej

CMR Group saw a significant increase in productivity in FY 23-24, rising from 46.30% to 92.80%. This improvement was a direct result of the launch of Project Sahej, which focused on optimizing workforce capabilities and resource utilization. By empowering employees and streamlining processes, the project played a key role in enhancing overall operational efficiency and contributing to better resource allocation. This initiative underscores CMR's commitment to continuous improvement and maximizing output through strategic workforce optimization.

	By Gender		By Employee Category			
	Male	Female	Senior Management	Middle Management	Junior Management	Contractual Employees
% of employees who received a regular performance and career development review	100%	100%	100%	100%	100%	100%

	By Gender		By Employee Category			
	Male	Female	Senior Management	Middle Management	Junior Management	Contractual Employees
Av. Hrs. of training per year per employee	7.84	8.02	4.25	4.2	17.5	5.9

Local Communities

Focus Area



Community Engagement

Collaborating with local leaders to assess needs and guide CSR projects, ensuring alignment with community priorities.



Education Enhancement

Improving school infrastructure, providing scholarships, and offering bicycles to promote education in rural areas.



Healthcare Improvement

Enhancing health services by investing in local hospitals and medical facilities for better community healthcare.



Employment Opportunities for Women

Creating employment and business opportunities, with a special focus on empowering women in the local communities.



Environmental Sustainability

Promoting sustainability through tree plantation drives and water recycling programs to reduce environmental impact.

Our CSR Policy

CMR Green Technologies Limited embraces a comprehensive Corporate Social Responsibility (CSR) policy that underscores the interconnectedness of business success with societal progress. Rooted in the Triple Bottom Line approach, the company measures its performance by its contributions to social and environmental capital, not solely financial returns. CMR is dedicated to creating sustainable, replicable, and scalable development models that enhance livelihoods and environmental sustainability, focusing on long-term impacts that align with community needs.

The core objective of CMR's CSR policy is to foster positive economic development while minimizing resource footprints. The company actively addresses hunger, poverty, education, societal upliftment, and environmental sustainability through its initiatives, driving measurable progress in health, education, and conservation.

In accordance with the Companies Act, 2013, CMR focuses on eradicating hunger and malnutrition, promoting healthcare, enhancing education, and supporting rural development projects. The CSR Committee, comprising key Board members, shapes and oversees the CSR strategy, formulates policies, recommends budgets, and monitors implementation. This structured governance ensures that CSR programs are executed within approved timelines and budgets, with regular reviews by the Board to align efforts with strategic goals and create lasting value for the communities CMR serves.

At CMR Group, we prioritize active collaboration with local communities to assess the socio-economic and environmental impacts of our operations. This continuous dialogue with community stakeholders informs our Corporate Social Responsibility (CSR) efforts, ensuring alignment with the genuine needs of the regions we operate in. CMR works closely with community leaders and key resource persons to identify local needs and develop targeted CSR projects. Community feedback and active participation in decision-making are integral to the

successful execution of these initiatives. This feedback loop allows us to refine our projects, ensuring they provide meaningful, long-lasting benefits to the community.

Our CSR initiatives are designed with a focus on scalability, sustainability, and replicability. Through innovative approaches, we strive to foster both economic opportunities and environmental sustainability. CMR is deeply committed to improving the well-being of local communities by driving positive changes in education, health, and infrastructure. Our CSR programs have contributed significantly to

enhancing the health index in villages near our manufacturing plants by investing in local hospitals and improving healthcare facilities.

In education, CMR has worked to develop school infrastructure, providing safe drinking water, constructing toilet blocks, and supplying essential teaching materials. We also support students through scholarships and provide bicycles to girls traveling long distances to school. Employment opportunities created by CMR have particularly benefited women, offering them gainful employment and local business prospects.

Sustainable Environmental Practices and Vigilance Against Negative Impacts

While CMR strives to have a positive impact, we remain vigilant about potential negative effects on local communities and the environment. To mitigate these impacts, we have implemented measures such as bag house systems and water treatment technologies to control dust emissions and comply with environmental regulations. Regular dialogue with the community ensures

that concerns are addressed promptly, allowing us to continuously improve our operations.

CMR is also dedicated to mitigating environmental impacts through proactive measures. We actively participate in tree plantation drives in collaboration with local communities to enhance green

cover. Additionally, we focus on improving operational efficiencies by maintaining machinery and conducting regular quality testing to minimize emissions. Water recycling and reuse programs have been implemented to reduce overall water consumption, further underscoring our commitment to environmental sustainability.



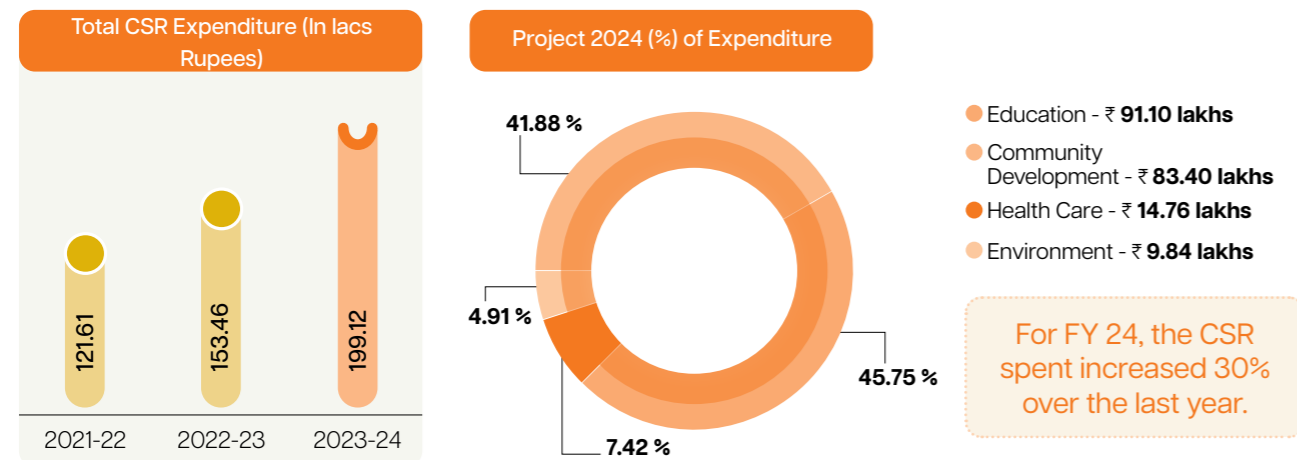
Local Community Engagement and Impact Assessments

At CMR Green Technologies Limited, local community engagement and development are integral to our sustainability initiatives. We actively conduct social impact assessments, including gender impact assessments, through participatory processes to ensure that our operations align with the needs and concerns of the communities in which we operate. Additionally, environmental impact assessments are conducted alongside ongoing monitoring to assess and mitigate any potential environmental risks. While the

full public disclosure of environmental and social impact assessments is still in progress, we are committed to transparency and will make this information available in the future.

Our local community development programs are tailored to address the specific needs of the communities we serve. These programs are supported by stakeholder engagement plans based on comprehensive stakeholder mapping, ensuring that all relevant parties, including vulnerable groups, are consulted.

As part of our impact assessments, CMR incorporates broad-based community consultation processes and involves workers' representation through works councils and occupational health and safety committees to address any operational impacts. Although formal local community grievance mechanisms are yet to be established, CMR remains committed to continuously improving our engagement and addressing community concerns effectively.



Occupational Health and Safety

At CMR Green Technologies Limited, our commitment to occupational health and safety (OHS) is integral to our operational philosophy. We believe that a safe and healthy workplace is vital for the well-being of our employees and the overall success of our organization. To achieve this, we have established a robust OHS management system that complies with legal requirements and industry standards. This proactive approach includes comprehensive risk assessments, extensive training programs, and the promotion of a safety culture that encourages employee participation

and transparent reporting. Central to our mission of achieving a workplace with "Zero Accidents," our Environmental, Health, and Safety (EHS) policy and Integrated Management System (IMS) policy guide our initiatives, ensuring open communication and continuous improvement in health and safety practices.

Oversight of our Health and Safety Management System is conducted by senior management, Heads of Departments (HODs), and safety officers, who diligently implement safety management plans at

both the unit and corporate levels. CMR is proud to hold ISO 45001:2018 certification for our Occupational Health and Safety Management System (OHSMS), which serves as a structured framework for consistently identifying and managing health and safety risks. This proactive system minimizes the potential for incidents, ensures compliance with health and safety regulations, and fosters a culture of continuous improvement. Through these efforts, we aim to create an environment where all employees can thrive while contributing to the long-term success of our organization.

Hazard Identification and Risk Assessment

At CMR Green Technologies Limited, a systematic approach is adopted for identifying work-related hazards and assessing risks on both routine and non-routine bases. The organization employs a rigorous risk assessment process that identifies hazards, assesses risks, and applies the hierarchy of controls to effectively eliminate or minimize risks. To ensure the quality of these processes, the organization conducts regular audits and provides ongoing training to maintain the competency of personnel involved in hazard identification and risk assessments. The results from these assessments are analyzed to identify trends, gaps, and areas for improvement, which subsequently inform updates to procedures, enhanced training, and refined controls. This continuous feedback loop plays a vital role in the ongoing enhancement of the occupational health and safety management system.

investigated thoroughly, identifying hazards and assessing risks related to the incidents. Corrective actions are determined using the hierarchy of controls, and necessary improvements to the occupational health and safety management system are implemented to prevent future occurrences.

ensuring comprehensive representation of workers' interests.

Worker Participation and Communication

Worker participation is a cornerstone of CMR's occupational health and safety management system. The organization conducts regular meetings, feedback sessions, and maintains safety committees to ensure that worker insights are integrated into safety protocols. Clear communication channels, including training sessions, facilitate the dissemination of relevant occupational health and safety information to all workers. In cases where formal joint management-worker health and safety committees exist, these committees have specific responsibilities, meeting frequencies, and decision-making authority,

Training and Health Promotion

CMR provides comprehensive occupational health and safety training to its workforce, encompassing both general safety training and specific instruction on work-related hazards. Training modules are designed to equip employees with the necessary knowledge and skills to identify and mitigate risks associated with hazardous activities and manage hazardous situations effectively. The organization also prioritizes the health and safety of its workers by facilitating access to non-occupational medical and healthcare services through ESIC, Workers' Compensation Policy, and Group Medical Plans. Additionally, voluntary health promotion services and programs, such as health camps and compulsory medical examinations, address major non-work-related health risks, ensuring the overall well-being of employees.

Reporting Hazards and Incident Investigation

Workers at CMR are encouraged to report work-related hazards through the ERP System or directly to their supervisors. All reports are treated confidentially, protecting workers from any form of reprisal. Furthermore, the organization has established policies and processes that allow workers to remove themselves from work situations they believe could cause injury or ill health without fear of repercussions. Work-related incidents are



(GRI 408; GRI 409)

Coverage of Workers under the Occupational Health and Safety Management System

CMR's occupational health and safety management system is implemented based on legal requirements and recognized standards. Remarkably, this system covers 100% of workers and employees within the organization, ensuring that all individuals are afforded the benefits and protections outlined in the system. This comprehensive coverage underscores CMR's commitment to fostering a safe and healthy workplace for every employee.

Types of injury		FY24		FY23	
		Contractual Employees	Permanent Employees	Contractual Employees	Permanent Employees
Fatal	Number	1	0	0	0
Fatality Frequency rate	(per million hours worked)	0.123	0	0	0
Lost Time Injuries	Number	6	0	9	0
Lost Time Injury Frequency Rate (LTIFR)	(per million hours worked)	0.74	0	0.52	0

Product Quality Management

(Non-GRI)

Product quality management is a core pillar of CMR's operations, ensuring that every product—whether Aluminum Alloy (Ingot), Aluminum Alloy (Liquid), or Zinc Alloy—meets the highest benchmarks of performance, safety, and durability. Our proactive approach focuses on continuous improvement, process optimization, and exceeding customer expectations, setting us apart as a reliable partner in the metals industry. Leveraging cutting-edge technology, stringent testing protocols, and client feedback, CMR consistently delivers exceptional materials that reinforce our reputation for excellence.

At CMR Green, this commitment is further elevated through our Integrated Management System (IMS), which integrates rigorous quality control with environmental sustainability and robust safety standards. Our IATF 16949, ISO 14001:2015, and ISO

45001:2018 certifications reflect our unwavering dedication to eco-friendly practices and safety across all operations.

To drive innovation, we have established an in-house R&D test center, accredited by the Department of Scientific and Industrial Research (DSIR) in 2019. This advanced facility allows us to conduct comprehensive material analysis and testing, ensuring we remain at the forefront of technological advancements. Equipped with cutting-

edge instruments, our facility employs spectrometers for chemical analysis and mobile spectrometers to assess raw material composition. We use a universal testing machine to measure tensile strength and elongation, and microscopic analysis to evaluate grain structure and silicon dissolution. Additional tests such as vacuum, pin hole analysis, K-mould, and etch pit tests assess dissolved hydrogen and inclusions, while densitometer analysis measures alloy density.

In-house R&D test center	Mobile spectrometer	Universal testing machine	Microscopic analysis
Vacuum & pinhole analyses	K-mould & etch pit tests	Densitometer analysis	

By combining technical expertise, operational efficiency, and a commitment to continuous improvement, CMR ensures compliance with environmental regulations and industry standards. Our focus remains on delivering high-quality products on time, preserving the environment, ensuring worker safety, and meeting the evolving needs of our customers.



INDEPENDENT PRACTITIONER'S ASSURANCE REPORT ON IDENTIFIED SUSTAINABILITY INFORMATION OF CMR GREEN TECHNOLOGIES LIMITED

To the Board of Directors of CMR GREEN TECHNOLOGIES LIMITED

We have undertaken to perform **reasonable assurance** engagement, for **CMR GREEN TECHNOLOGIES LIMITED** (the "Company") vide our engagement letter dated 19th Nov 2024, in respect of the agreed Sustainability Information listed below (the "Identified Sustainability Information") in accordance with the Criteria stated in paragraph 3 below. This report adheres to the 'in accordance with' methodology of the **Global Reporting Initiative (GRI) Sustainability Reporting Standards 2021** for the year ended March 31, 2024. This engagement was conducted by a multidisciplinary team including assurance practitioners, environmental engineers, and specialists.

Identified Sustainability Information

Our scope of reasonable assurance consists of the Identified Sustainability Information listed in the Appendix I to our report. The reporting boundary of the Reports is disclosed in the 'About the report' section in the **CMR GREEN TECHNOLOGIES LIMITED Sustainability Report FY 2023-24** with exceptions disclosed by way of note under respective disclosures, where applicable.

Our assurance engagement was with respect to the year ended March 31, 2024, information and we have not performed any procedures with respect to earlier periods included in the reports, and, therefore, do not express any conclusion thereon.

Criteria

The Criteria used by the Company to prepare the Identified Sustainability Information is listed below:

- ✓ Criteria 1: **In accordance with GRI Sustainability Reporting Standards**, issued by the Global Reporting Initiative (GRI) referred to as GRI Standards (the "GRI Standards").
- ✓ Criteria 2: **ISAE 3000 (Revised)** for determination of materiality, responsiveness and inclusivity and reliability of the specified information with regards to the identified sustainability indicators.

Management's Responsibility

The Company's management is responsible for selecting or establishing suitable criteria for preparing the Sustainability Information including the reporting boundary of the Reports, taking into account applicable laws and regulations, if any, related to reporting on the Sustainability Information, identification of key aspects, engagement with stakeholders, content, preparation and presentation of the Identified Sustainability.

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(Uttar Pradesh) - 201301



Information in accordance with the Criteria. This responsibility includes design, implementation, and maintenance of internal controls relevant to the preparation of the Reports and the measurement of Identified Sustainability Information, which is free from material misstatement, whether due to fraud or error.

Inherent limitations

Non-financial information, such as sustainability performance indicators, is inherently limited due to the nature of the subject matter and the methods used for determining, calculating, or estimating such data. These limitations include the subjective nature of certain qualitative information, the possibility of human error in data collection and reporting, reliance on assumptions, estimates, or projections for certain indicators, and the inclusion of data from third-party sources or processes not under the direct control of CMR GREEN TECHNOLOGIES LIMITED, which may be unaudited. Additionally, greenhouse gas accounting involves uncertainties arising from the scientific methods used to determine emission factors and the variability in values for combining different gas emissions. Consequently, our assurance report should be interpreted with these limitations in mind.

Our Independence and Quality Control

We have complied with the independence and other ethical requirements of the Code of Ethics for VVB (Validation & Verification body), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour. The management and staff of Carbon Check are committed to excellence in the provision of impartial and competent assurance services covering the relevant requirements. Our overall commitment to the success of the business and its service rests on two main pillars, being impartiality and competence, whilst also supported by openness, responsiveness, and clearly defined responsibilities. The firm applies Standard on Quality Control (the "SQC"), "Quality Control for Firms that Perform Audits and Reviews of Historical Financial Information, and Other Assurance and Related Services Engagements", and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Our Responsibility

Our responsibility is to provide a conclusion, with reasonable assurance, on the Identified Sustainability Information outlined in Appendix I. This conclusion is based on the procedures we performed and the evidence we obtained.

Our engagement was conducted in accordance with the International Standard on Assurance Engagements (ISAE) 3000(Revised), "Assurance Engagements on Sustainability Information."

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This standard guides us to plan and carry out our engagement to obtain reasonable assurance that the Identified Sustainability Information does not contain material misstatements.

In line with the requirements of a reasonable assurance engagement under this standard, we applied professional judgment and maintained professional skepticism throughout the engagement.

Level of Assurance

The engagement was performed to provide **reasonable assurance** for the indicators mentioned in the Appendix I and II of this report, which is a high but not absolute level of assurance. It involves performing procedures to obtain sufficient appropriate evidence about whether the subject matter is free from material misstatement. While reasonable assurance is stronger than limited assurance, it does not guarantee the detection of all material misstatements.

Summary of Work Performed

The procedures we performed, based on our professional judgment, included inquiries, observations of processes, onsite inspections, review of documents, assessment of quantification methods and reporting policies, analytical procedures, and reconciliation with underlying records. Additionally, we evaluated the appropriateness of the applicable criteria for the subject matter, interviewed key personnel responsible for preparing the sustainability performance indicators, assessed the design and implementation of controls related to data collation and reporting, inspected relevant documents and evidence to verify the reported sustainability performance indicators, performed analytical procedures and substantive testing on a sample basis, and conducted site visits at manufacturing unit level.

Given the circumstances of the engagement, in performing the procedures listed above, we:

- ✓ Obtained an understanding of the Identified Sustainability Information and related disclosures;
- ✓ Obtained an understanding of the assessment criteria and their suitability for the evaluation and/or measurements of the Identified Sustainability Information;
- ✓ Made inquiries of Company's management, including sustainability team, compliance team, human resources team amongst others and those with the responsibility for preparation of the Reports;
- ✓ Obtained an understanding of the key systems and processes for recording, processing and reporting on the Identified Sustainability Information at the corporate office and at other offices/ branches/meeting centres on a sample basis;
- ✓ Based on the above understanding and the risks that the Identified Sustainability Information may be materially misstated, determined the nature, timing and

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extent of further procedures;

- √ Reviewed the Company's process for collating the sustainability information through agreeing or reconciling the Identified Sustainability Information with the underlying records; and
- √ Reviewed the consolidation for various sites and corporate office under the reporting boundary for ensuring the completeness of data being reported.

During the assurance process a few of the finding were raised and the same are successfully addressed by the client. Hence, the same is accepted. We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our assurance conclusion.

Materiality Assessment

The materiality assessment process forms an integral part of ensuring the identification and prioritization of sustainability topics relevant to CMR GREEN TECHNOLOGIES LIMITED and its stakeholders.

This process aligns with the GRI Standards on materiality, ensuring compliance and consistency. The process includes:

- √ Identifying a comprehensive list of potential sustainability topics based on industry standards, stakeholder inputs, and global reporting norms
- √ Evaluating the severity of actual and potential impacts associated with each topic, considering factors such as the scale of impact, its irremediable nature, and its probability of occurrence.
- √ Assessing the scope of impacts, including geographic reach, affected stakeholder groups, and overall influence on the Company's operations and strategic goals.
- √ Prioritizing these topics through a structured evaluation process to determine their significance to the business and its stakeholders.
- √ Validating the identified material topics with senior management and key stakeholders to ensure alignment with the Company's strategic goals and reporting framework.

The Report explains the materiality assessment process carried out by CMR GREEN TECHNOLOGIES LIMITED, which has considered concerns of internal and external stakeholders. The list of topics has been prioritized, reviewed and validated, and the Company has indicated that there is no significant change in material topics from the previous reporting period.

Exclusions

Our assurance scope excludes the following and therefore we do not express a conclusion on:

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- √ Aspects of the Reports and the data/information (qualitative or quantitative) other than the Identified Sustainability Information; and
- √ The statements that describe expression of opinion, belief, aspiration, expectation, aim, or future intentions provided by the Company.

Assurance Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Identified Sustainability Information listed in Appendix I and presented in the Reports for the year ended March 31, 2024 are not prepared, in all material respects, in accordance with the Criteria as stated in paragraph 3 above.

Our verification of the materiality assessment process included evaluating the methodology used, reviewing stakeholder engagement records, and assessing the appropriateness of the identified material topics in the context of the GRI Standards, and found in line with the same.

Other matter

The maintenance and integrity of CMR Green Technologies Ltd.'s website is the responsibility of CMR Green Technologies Ltd.'s management. Our procedures did not involve consideration of these matters and, accordingly, we accept no responsibility for any changes to either the information in the Report or our independent assurance report that may have occurred since the initial date of its presentation on CMR Green Technologies Ltd.'s website.

Restriction on use

Our Sustainability Assurance report has been prepared and addressed to the Board of Directors of the Company at the request of the Company solely, to assist the Company in reporting on Company's sustainability performance and activities. Accordingly, we accept no liability to anyone other than the Company. Our Sustainability Assurance report should not be used for any other purpose or by any person other than the addressees of our report. We neither accept nor assume any duty of care or liability for any other purpose or to any other party to whom our report is shown or into whose hands it may come without our prior consent in writing.

Place: New Delhi
Date: 30/01/2025

Authorized Signatory
Name: Amit Anand
Designation: Chief Executive Officer

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APPENDIX I

Identified Sustainability Information/indicators subject to Reasonable Assurance

Sr. No	GRI Standard	Disclosure
1	GRI 405	Diversity and Equal Opportunity 2016
2	GRI 205	Anti-Corruption 2016
3	GRI 201	Economic Performance 2016
4	GRI 302	Energy 2016
5	GRI 303	Water and Effluents 2018
6	GRI 301	Materials 2016
7	GRI 305	Emissions 2016
8	GRI 306	Waste 2020
9	GRI 401	Employment 2016
10	GRI 404	Training and Education 2016
11	GRI 403	Occupational Health and Safety 2018
12	GRI 414	Supplier social assessment 2016
13	GRI 416	Customer Health and Safety 2016
14	GRI 418	Customer Privacy 2016
15	GRI 413	Local Communities 2016



APPENDIX II

Key Performance Indicators subject to Reasonable Assurance

Indicators Category	GRI Standard	Corresponding metrics
Environmental	GRI 302-1	Direct Energy Consumption
		Indirect Energy Consumption
		Total Energy Consumption (Direct + Indirect)
	GRI 302-3	Energy Intensity per Tonne of Production
	GRI 305-1	Scope 1 GHG Emissions
	GRI 305-2	Scope 2 GHG Emissions
	GRI 305-3	Scope 3 GHG Emissions
	GRI 303-3	Groundwater Water
		Third Party Water
		Total Water Withdrawal
GRI 306-2	Total Hazardous Waste Generated	
	Total Non-hazardous Waste Generated	
	Total Waste Generated	
Social	GRI 403-9	Lost Time Injury Frequency Rate (LTIFR) for Contractual Employees
		Lost Time Injury Frequency Rate (LTIFR) for Permanent Employees
	GRI 401-1	Employee Turnover Rate (%) - Male
		Employee Turnover Rate (%) - Female
	GRI 404-1	Average Training Hours per Employee - Male
Average Training Hours per Employee - Female		
GRI 405-1	Diversity of Governance Bodies & Employees	
Governance	GRI 205-3	Confirmed Corruption Cases
	GRI 201-1	Direct Economic Value Generated and Distributed
	GRI 3-1	Process for Defining Material Topics
	GRI 3-2	List of Material Topics
GRI 3-3	Management of Material Topics	

GRI INDEX

Statement of use	CMR Green Technologies Ltd. has reported in accordance with the GRI Standards for the period 1 st April 2023 to 31 st March 2024
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	-

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	REPORTING SECTION	PAGE NUMBER	REQUIREMENT (S) OMITTED	REASON	EXPLANATION
GRI 2: General Disclosures 2021	2-1 Organizational details	CMR at a Glance	6-8	-	-	-
	2-2 Entities included in the organization's sustainability reporting	About the Report	1	-	-	-
	2-3 Reporting period, frequency and contact point	About the Report	1	-	-	-
	2-4 Restatements of information	About the Report	1	-	-	-
	2-5 External assurance	About the Report	1	-	-	-
	2-6 Activities, value chain and other business relationships	CMR at a Glance	6-8	-	-	-
	2-7 Employees	Diversity and Equal opportunity	83	-	-	-
	2-8 Workers who are not employees	Diversity and Equal opportunity	83	-	-	-
	2-9 Governance structure and composition	Responsible Governance	19	-	-	-
	2-10 Nomination and selection of the highest governance body	Responsible Governance	22	-	-	-
	2-11 Chair of the highest governance body	Responsible Governance	27	-	-	-
	2-12 Role of the highest governance body in overseeing the management of impacts	Responsible Governance	26-27	-	-	-
	2-13 Delegation of responsibility for managing impacts	Responsible Governance	26-27	-	-	-
	2-14 Role of the highest governance body in sustainability reporting	Responsible Governance	26-27	-	-	-

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	REPORTING SECTION	PAGE NUMBER	REQUIREMENT (S) OMITTED	REASON	EXPLANATION	
	2-15 Conflicts of interest	Responsible Governance	27	-	-	-	
	2-16 Communication of critical concerns	Responsible Governance	32	-	-	-	
	2-17 Collective knowledge of the highest governance body	Responsible Governance	26-27	-	-	-	
	2-18 Evaluation of the performance of the highest governance body	Responsible Governance	26-27	-	-	-	
	2-19 Remuneration policies	Responsible Governance	27	-	-	-	
	2-20 Process to determine remuneration	Responsible Governance	27	-	-	-	
	2-21 Annual total compensation ratio	Responsible Governance	28	-	-	-	
	2-22 Statement on sustainable development strategy	Leadership Message	2-3	-	-	-	
	2-23 Policy commitments	Our Key Policies and Commitments	30-31	-	-	-	
	2-24 Embedding policy commitments	Our Key Policies and Commitments	30-31	-	-	-	
	2-25 Processes to remediate negative impacts	Whistle Blower Mechanism	32	-	-	-	
	2-26 Mechanisms for seeking advice and raising concerns	Whistle Blower Mechanism	32	-	-	-	
	2-27 Compliance with laws and regulations	Business Ethics and Compliance	32-33	-	-	-	
	2-28 Membership associations	Membership of associations	45	-	-	-	
	2-29 Approach to stakeholder engagement	Stakeholder Engagement	14	-	-	-	
	2-30 Collective bargaining agreements	Human Rights	87	-	-	-	
	GRI 3: Material Topics 2021	3-1 Process to determine material topics	Approach to Materiality Assessment	14-19	-	-	-
		3-2 List of material topics	Approach to Materiality Assessment	20-22	-	-	-

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	REPORTING SECTION	PAGE NUMBER	REQUIREMENT (S) OMITTED	REASON	EXPLANATION
GRI 3: Material Topics 2021	3-3 Management of material topics	Insights into Material Topics	20-22	-	-	-
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Economic Performance	31-32	-	-	-
	201-2 Financial implications and other risks and opportunities due to climate change	-	-	Yes	Information incomplete	We have gone through the limited TCFD this year.
	201-3 Defined benefit plan obligations and other retirement plans	Comprehensive Employee Benefits	84	-	-	-
	201-4 Financial assistance received from government	-	-	Yes	Not Applicable	We do not receive any financial assistance from the government.
GRI 3: Material Topics 2021	3-3 Management of material topics	Insights into Material Topics	20-22	-	-	-
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Anti-Corruption and Anti-Bribery	35-36	-	-	-
	205-2 Communication and training about anti-corruption policies and procedures	Anti-Corruption and Anti-Bribery	35-36	-	-	-
	205-3 Confirmed incidents of corruption and actions taken	Anti-Corruption and Anti-Bribery	35-36	-	-	-
	3-3 Management of material topics	Insights into Material Topics	20-22	-	-	-
GRI 3: Material Topics 2021	301-1 Materials used by weight or volume	-	-	Yes	Confidentiality constraints	Due to confidentiality and strategic reasons.
GRI 301: Materials 2016	301-2 Recycled input materials used	Material Stewardship Excellence	49	-	-	-
	301-3 Reclaimed products and their packaging materials	-	-	Yes	Not Applicable	As a provider of intermediate products, reclaiming is not applicable to our operations.

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	REPORTING SECTION	PAGE NUMBER	REQUIREMENT (S) OMITTED	REASON	EXPLANATION
GRI 3: Material Topics 2021	3-3 Management of material topics	Insights into Material Topics	20-22	-	-	-
	302-1 Energy consumption within the organization	Enhancing Energy Efficiency	51	-	-	-
	302-2 Energy consumption outside of the organization	-	-	Yes	Information Unavailable	We are in the process of gathering this information.
	302-3 Energy intensity	Enhancing Energy Efficiency	51	-	-	-
	302-4 Reduction of energy consumption	Enhancing Energy Efficiency	51-53	-	-	-
GRI 3: Material Topics 2021	302-5 Reductions in energy requirements of products and services	-	-	Yes	Not Applicable	This is not applicable to us as we are a provider of intermediate products.
	3-3 Management of material topics	Insights into Material Topics	20-22	-	-	-
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water and Effluents	62-63	-	-	-
	303-2 Management of water discharge-related impacts	Water and Effluents	62-63	-	-	-
	303-3 Water withdrawal	Water and Effluents	62-63	-	-	-
	303-4 Water discharge	Water and Effluents	62-63	-	-	-
	303-5 Water consumption	Water and Effluents	62-63	-	-	-
GRI 3: Material Topics 2021	3-3 Management of material topics	Insights into Material Topics	20-22	-	-	-
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Reducing GHG Emissions	54-55	-	-	-
	305-2 Energy indirect (Scope 2) GHG emissions	Reducing GHG Emissions	54-55	-	-	-
	305-3 Other indirect (Scope 3) GHG emissions	Reducing GHG Emissions	54-55	-	-	-
	305-4 GHG emissions intensity	Reducing GHG Emissions	54-55	-	-	-
	305-5 Reduction of GHG emissions	Reducing GHG Emissions	56-57	-	-	-
	305-6 Emissions of ozone-depleting substances (ODS)	Reducing GHG Emissions	54	-	-	-
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Non-GHG Air Emissions	58	-	-	-

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	REPORTING SECTION	PAGE NUMBER	REQUIREMENT (S) OMITTED	REASON	EXPLANATION
GRI 3: Material Topics 2021	3-3 Management of material topics	Insights into Material Topics	20-22	-	-	-
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste & Circularity	60-62	-	-	-
	306-2 Management of significant waste-related impacts	Waste & Circularity	60-62	-	-	-
	306-3 Waste generated	Waste & Circularity	60-62	-	-	-
	306-4 Waste diverted from disposal	Waste & Circularity	60-62	-	-	-
	306-5 Waste directed to disposal	Waste & Circularity	60-62	-	-	-
GRI 3: Material Topics 2021	3-3 Management of material topics	Insights into Material Topics	20-22	-	-	-
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Driving Sustainability Across Our Value Chain	40-41	-	-	-
	308-2 Negative environmental impacts in the supply chain and actions taken	Driving Sustainability Across Our Value Chain	40-41	-	-	-
GRI 3: Material Topics 2021	3-3 Management of material topics	Insights into Material Topics	20-22	-	-	-
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Talent attraction and retention	84	-	-	-
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Talent attraction and retention	85	-	-	-
	401-3 Parental leave	Talent attraction and retention	85	-	-	-
GRI 3: Material Topics 2021	3-3 Management of material topics	Insights into Material Topics	20-22	-	-	-
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Talent attraction and retention	87	-	-	-
GRI 3: Material Topics 2021	3-3 Management of material topics	Insights into Material Topics	20-22	-	-	-

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	REPORTING SECTION	PAGE NUMBER	REQUIREMENT (S) OMITTED	REASON	EXPLANATION
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety	93-94	-	-	-
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety	93-94	-	-	-
	403-3 Occupational health services	Occupational Health and Safety	93-94	-	-	-
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety	93-94	-	-	-
	403-5 Worker training on occupational health and safety	Occupational Health and Safety	93-94	-	-	-
	403-6 Promotion of worker health	Occupational Health and Safety	93-94	-	-	-
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety	93-94	-	-	-
	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety	93-94	-	-	-
	403-9 Work-related injuries	Occupational Health and Safety	93-94	-	-	-
	403-10 Work-related ill health	Occupational Health and Safety	93-94	-	-	-
GRI 3: Material Topics 2021	3-3 Management of material topics	Insights into Material Topics	20-22	-	-	-
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Training and Education	89	-	-	-
	404-2 Programs for upgrading employee skills and transition assistance programs	Training and Education	89	-	-	-
	404-3 Percentage of employees receiving regular performance and career development reviews	Training and Education	89	-	-	-

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	REPORTING SECTION	PAGE NUMBER	REQUIREMENT (S) OMITTED	REASON	EXPLANATION
GRI 3: Material Topics 2021	3-3 Management of material topics	Insights into Material Topics	20-22	-	-	-
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Diversity and Equal opportunity	83	-	-	-
	405-2 Ratio of basic salary and remuneration of women to men	Diversity and Equal opportunity	83	-	-	-
GRI 3: Material Topics 2021	3-3 Management of material topics	Insights into Material Topics	20-22	-	-	-
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Human Rights	87-88	-	-	-
GRI 3: Material Topics 2021	3-3 Management of material topics	Insights into Material Topics	20-22	-	-	-
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights	87-88	-	-	-
GRI 3: Material Topics 2021	3-3 Management of material topics	Insights into Material Topics	20-22	-	-	-
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Local Communities	90-92	-	-	-
	413-2 Operations with significant actual and potential negative impacts on local communities	Local Communities	90-92	-	-	-
GRI 3: Material Topics 2021	3-3 Management of material topics	Insights into Material Topics	20-22	-	-	-
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Driving Sustainability Across Our Value Chain	40-41	-	-	-
	414-2 Negative social impacts in the supply chain and actions taken	Driving Sustainability Across Our Value Chain	40-41	-	-	-
GRI 3: Material Topics 2021	3-3 Management of material topics	Insights into Material Topics	20-22	-	-	-
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data Privacy	35	-	-	-

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 Governance	1. Describe the board's oversight of climate-related risks and opportunities.	Addressing Climate Risk	67
	2. Describe management's role in assessing and managing climate-related risks and opportunities.	Addressing Climate Risk	67
 Strategy	1. Describe the climate-related risks and opportunities the organisation has identified over the short, medium and long term.	Addressing Climate Risk	68-77
	2. Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy and financial planning.	Addressing Climate Risk	68-77
 Risk Management	1. Describe the organisation's processes for identifying and assessing climate-related risks.	Reference of SR where Risk Management is discussed	79
	2. Describe the organisation's processes for managing climate-related risks.	Reference of SR where Risk Management is discussed + Addressing Climate Risk	79,68
	3. Describe how the processes for identifying, assessing and managing climate-related risks are integrated with the organisation's overall risk management.	Reference of SR where Risk Management is discussed + Addressing Climate Risk	79,68
 Metrics & Targets	1. Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.	Reference of SR where Environmental Performance is discussed + Addressing Climate Risk	48, 68
	2. Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks	Reference of SR where Environmental Performance is discussed + Addressing Climate Risk	54, 68
	3. Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.	Addressing Climate Risk	68



For a better tomorrow

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