

# **Business Responsibility and Sustainability Reporting**

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# Business Responsibility and Sustainability Reporting

FY 2025-26

## SECTION A

### GENERAL DISCLOSURES

#### I. Details of the listed entity

|     |                                                                                                                                                                                                                                                                    |                                                                                                                                                                  |
|-----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1.  | Corporate Identity Number (CIN) of the listed entity                                                                                                                                                                                                               | L29253MH2009PLC193352                                                                                                                                            |
| 2.  | Name of the listed entity                                                                                                                                                                                                                                          | Paras Defence and Space Technologies Limited                                                                                                                     |
| 3.  | Year of incorporation                                                                                                                                                                                                                                              | 2009                                                                                                                                                             |
| 4.  | Registered office address                                                                                                                                                                                                                                          | D-112, TTC Industrial Area, MIDC, Nerul, Navi Mumbai - 400706                                                                                                    |
| 5.  | Corporate address                                                                                                                                                                                                                                                  | D-112, TTC Industrial Area, MIDC, Nerul, Navi Mumbai - 400706                                                                                                    |
| 6.  | E-mail                                                                                                                                                                                                                                                             | <a href="mailto:cs@parasdefence.com">cs@parasdefence.com</a>                                                                                                     |
| 7.  | Telephone                                                                                                                                                                                                                                                          | 022-6919-9999                                                                                                                                                    |
| 8.  | Website                                                                                                                                                                                                                                                            | <a href="http://www.parasdefence.com">www.parasdefence.com</a>                                                                                                   |
| 9.  | Financial year for which reporting is being done                                                                                                                                                                                                                   | 2025-26                                                                                                                                                          |
| 10. | Name of the Stock Exchange(s) where shares are listed                                                                                                                                                                                                              | BSE Limited<br>National Stock Exchange of India Limited                                                                                                          |
| 11. | Paid-up Capital                                                                                                                                                                                                                                                    | Rs. 40,29,36,650                                                                                                                                                 |
| 12. | Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report                                                                                                                                   | Ms. Minal Bhate, Company Secretary and Compliance Officer<br>Email: <a href="mailto:cs@parasdefence.com">cs@parasdefence.com</a><br>Telephone: 022-6919-9919 (D) |
| 13. | Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together). | Standalone Basis                                                                                                                                                 |
| 14. | Name of assessment or assurance provider                                                                                                                                                                                                                           | Not Applicable                                                                                                                                                   |
| 15. | Type of assessment or assurance obtained                                                                                                                                                                                                                           | Not Applicable                                                                                                                                                   |

#### II. Products/services

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

| S. No. | Description of Main Activity                                                                                                    | Description of Business Activity | % of Turnover of the entity |
|--------|---------------------------------------------------------------------------------------------------------------------------------|----------------------------------|-----------------------------|
| 1      | Design, development, manufacturing, testing & commissioning of products, systems and solutions for Defence & Space Applications | Optics and Optronics System      | 48                          |
| 2      | Design, development, manufacturing, testing & commissioning of products, systems and solutions for Defence & Space Applications | Defence Engineering              | 52                          |

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

| S. No. | Product/Service             | NIC Code | % of total Turnover contributed |
|--------|-----------------------------|----------|---------------------------------|
| 1      | Optics and Optronics System | 26700    | 48                              |
| 2      | Defence Engineering         | 25999    | 52                              |

### III. Operations

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

| Location      | Number of Plants | Number of Offices | Total |
|---------------|------------------|-------------------|-------|
| National      | 2                | 5                 | 7     |
| International | -                | -                 | -     |

#### 19. Markets served by the entity:

##### a. Number of locations

| Locations                        | Number                           |
|----------------------------------|----------------------------------|
| National (No. of States)         | 18 (including Union Territories) |
| International (No. of Countries) | 9                                |

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

Exports constitute 15.30% of the total turnover of the entity

##### c. A brief on types of customers

The Company majorly serves government organizations such as the Defence Research and Development Organization (DRDO), the Indian Space Research Organization (ISRO), Defence Public Sector Undertakings (DPSUs), shipyards and ordnance factories. Additionally, the client base includes publicly listed companies like L&T, BEL, HAL, Tata as well as numerous private and international firms operating in the defence and space industry.

### IV. Employees

#### 20. Details as at the end of Financial Year

##### a. Employees and workers (including differently abled):

| S. No.    | Particulars              | Total (A) | Male  |        | Female |        |
|-----------|--------------------------|-----------|-------|--------|--------|--------|
|           |                          |           | No(B) | %(B/A) | No(C)  | %(C/A) |
| Employees |                          |           |       |        |        |        |
| 1         | Permanent (D)            | 358       | 267   | 74.58% | 91     | 25.41% |
| 2         | Other than Permanent (E) | 0         | 0     | 0      | 0      | 0      |
| 3         | Total employees (D + E)  | 358       | 267   | 74.58% | 91     | 25.41% |
| Workers   |                          |           |       |        |        |        |
| 1         | Permanent (F)            | 259       | 234   | 90.34% | 25     | 9.65%  |
| 2         | Other than Permanent (G) | 0         | 0     | 0      | 0      | 0      |
| 3         | Total Workers (F + G)    | 259       | 234   | 90.34% | 25     | 9.65%  |

##### b. Differently abled Employees and workers:

| S. No.                      | Particulars                               | Total (A) | Male  |        | Female |        |
|-----------------------------|-------------------------------------------|-----------|-------|--------|--------|--------|
|                             |                                           |           | No(B) | %(B/A) | No(C)  | %(C/A) |
| Differently Abled Employees |                                           |           |       |        |        |        |
| 1                           | Permanent (D)                             | 1         | 1     | 100%   | -      | -      |
| 2                           | Other than Permanent (E)                  | -         | -     | -      | -      | -      |
| 3                           | Total differently abled employees (D + E) | 1         | 1     | 100%   | -      | -      |
| Differently Abled Workers   |                                           |           |       |        |        |        |
| 1                           | Permanent (F)                             | -         | -     | -      | -      | -      |
| 2                           | Other than Permanent (G)                  | -         | -     | -      | -      | -      |
| 3                           | Total Workers (F + G)                     | -         | -     | -      | -      | -      |

## 21. Participation/Inclusion/Representation of women

|                                | Total (A) | No. and percentage of Females |        |
|--------------------------------|-----------|-------------------------------|--------|
|                                |           | No(B)                         | %(B/A) |
| Board of Directors             | 6         | 2                             | 33.33% |
| Key Management Personnel (KMP) | 4         | 2                             | 50%    |

## 22. Turnover rate for permanent employees and workers. (Disclose trends for the past 3 years)

|                     | FY 2025-26<br>(Turnover rate in current FY) |        |        | FY 2024-25<br>(Turnover rate in previous FY) |        |       | FY 2023-24<br>(Turnover rate in the year prior to the previous FY) |        |       |
|---------------------|---------------------------------------------|--------|--------|----------------------------------------------|--------|-------|--------------------------------------------------------------------|--------|-------|
|                     | Male                                        | Female | Total  | Male                                         | Female | Total | Male                                                               | Female | Total |
| Permanent Employees | 8.09%                                       | 2.24%  | 10.33% | 8%                                           | 1%     | 10%   | 10%                                                                | 4%     | 8%    |
| Permanent Workers   | 4.64%                                       | 0      | 4.64%  | 4%                                           | 0.18%  | 4%    | 0                                                                  | 0      | 0     |

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

### 23. (a) Names of holding / subsidiary / associate companies / joint ventures.

| S. No. | Name of the holding / subsidiary / associate companies / joint ventures (A) | Indicate whether Holding/ Subsidiary/ Associate/ Joint Venture | % of shares held by listed entity | Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No) |
|--------|-----------------------------------------------------------------------------|----------------------------------------------------------------|-----------------------------------|------------------------------------------------------------------------------------------------------------------------------|
| 1      | Opel Technologies Pte. Ltd.                                                 | Wholly Owned Subsidiary                                        | 100                               | No                                                                                                                           |
| 2      | Quantico Technologies Private Limited                                       | Wholly Owned Subsidiary                                        | 100                               | No                                                                                                                           |
| 3      | Mechtech Thermal Private Limited                                            | Subsidiary                                                     | 70                                | No                                                                                                                           |
| 4      | Paras Semiconductors Private Limited                                        | Subsidiary                                                     | 70                                | No                                                                                                                           |
| 5      | Paras Avionics Private Limited                                              | Subsidiary                                                     | 60                                | No                                                                                                                           |
| 6      | Paras Aerospace Private Limited                                             | Subsidiary                                                     | 60                                | No                                                                                                                           |
| 7      | Paras Anti-Drone Technologies Private Limited                               | Subsidiary                                                     | 55                                | No                                                                                                                           |
| 8      | Paras Heven Advanced Drones Private Limited                                 | Subsidiary                                                     | 51                                | No                                                                                                                           |
| 9      | Himanshi Thermal Solutions Private Limited                                  | Associate                                                      | 49                                | No                                                                                                                           |
| 10     | Krasny Paras Defence Technologies Private Limited                           | Associate                                                      | 47.5                              | No                                                                                                                           |
| 11     | Controp-Paras Technologies Private Limited                                  | Associate                                                      | 30                                | No                                                                                                                           |

## VI. CSR Details

### 24. (i). Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) - Yes

(ii). Turnover (in Rs.). - Rs. 41,654.41 Lakhs

(iii). Net worth (in Rs.) - Rs. 68,776 Lakhs

## VII. Transparency and Disclosures Compliances

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

| Stakeholder group from whom complaint is received | Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy) | FY 2025-26                                 |                                                              |                                                       | FY 2024-25                                 |                                                              |                                                       |
|---------------------------------------------------|--------------------------------------------------------------------------------------------------------------|--------------------------------------------|--------------------------------------------------------------|-------------------------------------------------------|--------------------------------------------|--------------------------------------------------------------|-------------------------------------------------------|
|                                                   |                                                                                                              | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks                                               | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks                                               |
| Communities                                       | Yes, weblink can be accessed at: <a href="http://www.parasdefence.com">www.parasdefence.com</a>              | 0                                          | 0                                                            | -                                                     | 0                                          | 0                                                            | -                                                     |
| Investors (other than shareholders)               |                                                                                                              | NA                                         | NA                                                           | -                                                     | NA                                         | NA                                                           | -                                                     |
| Shareholders                                      |                                                                                                              | 1                                          | 0                                                            | The complaint was resolved within the stipulated time | 1                                          | 0                                                            | The complaint was resolved within the stipulated time |
| Employees and workers                             |                                                                                                              | 0                                          | 0                                                            | -                                                     | 0                                          | 0                                                            | -                                                     |
| Customers                                         | No                                                                                                           | 0                                          | 0                                                            | -                                                     | 0                                          | 0                                                            | -                                                     |
| Value Chain partners                              |                                                                                                              | 0                                          | 0                                                            | -                                                     | 0                                          | 0                                                            | -                                                     |
| Other (please specify)                            |                                                                                                              | 0                                          | 0                                                            | -                                                     | 0                                          | 0                                                            | -                                                     |

### 26. Overview of the entity's material responsible business conduct issues. Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format.

| S. No. | Material Issue Identified                                      | Indicate whether Risk or Opportunity (R/O) | Rationale for identifying the risk/opportunity                                                                                                                                                                                                                                                                                                                                                                         | In case of Risk, approach to adapt or mitigate                                                                                                                                                                                                                                                                                                                                                                                                                                    | Financial Implications of the risk or the opportunity (Negative/ Positive) |
|--------|----------------------------------------------------------------|--------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------|
| 1      | Climate Change                                                 | Risk                                       | Climate change may adversely impact the Company's operations, supply chain continuity, resource availability, and overall business resilience. Extreme weather events could affect manufacturing efficiency and operational stability. Additionally, evolving geopolitical and environmental conditions may necessitate higher investments in sustainable technologies and adaptive infrastructure.                    | The Company continuously assesses climate-related risks across its operational facilities and implements mitigation measures to reduce potential impacts. Energy-efficient machinery and systems are deployed across manufacturing units, with energy performance ratings being a key criterion during procurement. Preventive maintenance practices and resource optimization initiatives are also undertaken to improve operational efficiency and reduce environmental impact. | Negative                                                                   |
| 2      | Corporate Governance                                           | Opportunity                                | We have a highly experienced management team, with our promoters having over three decades of expertise in the design, development and manufacturing of a wide range of engineering products for the defence and space sectors. The presence of skilled professionals, including former experts from leading public sector defence organizations, further strengthens operational excellence and governance standards. | -                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Positive                                                                   |
| 3      | Strengthening employee welfare and work-life balance practices | Opportunity                                | Enhancing employee welfare measures, work-life balance initiatives, and skill development programs can improve employee satisfaction, motivation, and retention in a highly specialized technology-driven industry.                                                                                                                                                                                                    | -                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Positive                                                                   |

| S. No. | Material Issue Identified                                  | Indicate whether Risk or Opportunity (R/O) | Rationale for identifying the risk/ opportunity                                                                                                                                                                                                                                                                                                                                                                           | In case of Risk, approach to adapt or mitigate                                                                                                         | Financial Implications of the risk or the opportunity (Negative/ Positive)                                       |
|--------|------------------------------------------------------------|--------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------|
| 4.     | Product Design, Quality and Innovation                     | Opportunity                                | By prioritizing continuous improvement and keeping up with the latest technological advancements, businesses can develop innovative products that cater to changing customer demands. Adopting user-centric design, integrating sustainability practices and nurturing a culture of creativity and collaboration can result in a competitive edge, customer allegiance and market expansion.                              | -                                                                                                                                                      | Positive                                                                                                         |
| 5      | Customer Satisfaction and Retention                        | Opportunity                                | Customers who are satisfied with our products and services tend to demonstrate loyalty and actively promote Paras's offerings within their networks. This positive customer behaviour can drive increased sales and help build a strong brand reputation. At the same time the Company caters to a diverse global clientele. Any undesirable customer experience could lead to customer attrition or reputational damage. | -                                                                                                                                                      | Positive                                                                                                         |
| 6      | Make in India/ Defence Indigenization Push                 | Opportunity                                | Initiatives like 'Make in India', 'Atmanirbhar Bharat' and rising defence budgets are accelerating demand for indigenous defence manufacturing, where companies like Paras Defence import critical raw materials but add substantial value through domestic design, assembly, and system integration to deliver finished defence products.                                                                                | -                                                                                                                                                      | Positive                                                                                                         |
| 7      | Rapid technological changes and cybersecurity requirements | Risk                                       | Defence and space technologies evolve rapidly, requiring continuous research and development (R&D) investment and cybersecurity preparedness                                                                                                                                                                                                                                                                              | Continuous investment in research and development (R&D), employee training, intellectual property (IP) development, and secure digital infrastructure. | Negative in short term due to higher R&D expenditure; positive long term through innovation and competitiveness. |

## SECTION B

## MANAGEMENT AND PROCESS DISCLOSURES

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

## Policy and management processes

| Disclosure Questions                                                                                                                                                                                                                                                                                                                                                | P1  | P2  | P3                                                                                                                                                                                                                                                                                                                                                                                             | P4  | P5  | P6                                                                                                                                                                                                                                                                                                                              | P7  | P8  | P9  |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|-----|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|-----|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|-----|-----|
| <b>Policy and management processes</b>                                                                                                                                                                                                                                                                                                                              |     |     |                                                                                                                                                                                                                                                                                                                                                                                                |     |     |                                                                                                                                                                                                                                                                                                                                 |     |     |     |
| 1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)                                                                                                                                                                                                                                                      | Yes | Yes | Yes                                                                                                                                                                                                                                                                                                                                                                                            | Yes | Yes | Yes                                                                                                                                                                                                                                                                                                                             | Yes | Yes | Yes |
| b. Has the policy been approved by the Board? (Yes/No)                                                                                                                                                                                                                                                                                                              | Yes | Yes | Yes                                                                                                                                                                                                                                                                                                                                                                                            | Yes | Yes | Yes                                                                                                                                                                                                                                                                                                                             | Yes | Yes | Yes |
| c. Web Link of the Policies, if available                                                                                                                                                                                                                                                                                                                           |     |     |                                                                                                                                                                                                                                                                                                                                                                                                |     |     |                                                                                                                                                                                                                                                                                                                                 |     |     |     |
| <b>P1</b>                                                                                                                                                                                                                                                                                                                                                           |     |     |                                                                                                                                                                                                                                                                                                                                                                                                |     |     |                                                                                                                                                                                                                                                                                                                                 |     |     |     |
| 1. Code of Conduct – <a href="https://parasdefence.com/uploads/policies/1732691698code-of-conduct-for-board-of-directors-and-smmps.pdf">https://parasdefence.com/uploads/policies/1732691698code-of-conduct-for-board-of-directors-and-smmps.pdf</a>                                                                                                                |     |     | 3. Prohibition of child labour and prevention of forced labour at the workplace policy - <a href="https://parasdefence.com/uploads/policies/1732692079prohibition-of-child-labour-and-prevention-of-forced-labour-at-the-workplace-policy.pdf">https://parasdefence.com/uploads/policies/1732692079prohibition-of-child-labour-and-prevention-of-forced-labour-at-the-workplace-policy.pdf</a> |     |     | 2. Code of Conduct – <a href="https://parasdefence.com/uploads/policies/1732691698code-of-conduct-for-board-of-directors-and-smmps.pdf">https://parasdefence.com/uploads/policies/1732691698code-of-conduct-for-board-of-directors-and-smmps.pdf</a>                                                                            |     |     |     |
| 2. Vigil Mechanism and Whistle Blower Policy – <a href="https://parasdefence.com/uploads/policies/1732691379vigil-mechanism-whistle-blower-policy.pdf">https://parasdefence.com/uploads/policies/1732691379vigil-mechanism-whistle-blower-policy.pdf</a>                                                                                                            |     |     | 4. Vigil Mechanism & Whistle Blower Policy - <a href="https://parasdefence.com/uploads/policies/1732691379vigil-mechanism-whistle-blower-policy.pdf">https://parasdefence.com/uploads/policies/1732691379vigil-mechanism-whistle-blower-policy.pdf</a>                                                                                                                                         |     |     | 3. Vigil Mechanism & Whistle Blower Policy - <a href="https://parasdefence.com/uploads/policies/1732691379vigil-mechanism-whistle-blower-policy.pdf">https://parasdefence.com/uploads/policies/1732691379vigil-mechanism-whistle-blower-policy.pdf</a>                                                                          |     |     |     |
| 3. Anti-Bribery & Anti-Corruption – <a href="https://parasdefence.com/uploads/policies/1732691987policy-on-anti-corruption-and-anti-bribery.pdf">https://parasdefence.com/uploads/policies/1732691987policy-on-anti-corruption-and-anti-bribery.pdf</a>                                                                                                             |     |     | 5. Whistle Blower and Anti-Sexual Harassment Policy - <a href="http://parasdefence.com/uploads/policies/1732691900whistle-blower-and-anti-sexual-harassment-policy.pdf">http://parasdefence.com/uploads/policies/1732691900whistle-blower-and-anti-sexual-harassment-policy.pdf</a>                                                                                                            |     |     | 4. Whistle Blower and Anti-Sexual Harassment Policy - <a href="http://parasdefence.com/uploads/policies/1732691900whistle-blower-and-anti-sexual-harassment-policy.pdf">http://parasdefence.com/uploads/policies/1732691900whistle-blower-and-anti-sexual-harassment-policy.pdf</a>                                             |     |     |     |
| 4. Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information (UPSI) - <a href="https://parasdefence.com/uploads/policies/1732691606code-of-practices-and-procedures-for-fair-disclosure-of-upsi.pdf">https://parasdefence.com/uploads/policies/1732691606code-of-practices-and-procedures-for-fair-disclosure-of-upsi.pdf</a> |     |     | 6. Policy on Freedom Association - <a href="https://parasdefence.com/uploads/policies/1732692031policy-on-freedom-association.pdf">https://parasdefence.com/uploads/policies/1732692031policy-on-freedom-association.pdf</a>                                                                                                                                                                   |     |     | <b>P6</b>                                                                                                                                                                                                                                                                                                                       |     |     |     |
| 5. Materiality Policy for Related Party Transactions - <a href="https://parasdefence.com/uploads/policies/1732691363materiality-policy-for-related-party-transactions.pdf">https://parasdefence.com/uploads/policies/1732691363materiality-policy-for-related-party-transactions.pdf</a>                                                                            |     |     | <b>P4</b>                                                                                                                                                                                                                                                                                                                                                                                      |     |     | 1. Policy on Environment, Health & Safety - <a href="https://parasdefence.com/uploads/policies/1732692015policy-on-environment-health-safety.pdf">https://parasdefence.com/uploads/policies/1732692015policy-on-environment-health-safety.pdf</a>                                                                               |     |     |     |
| 6. Policy for Determining Material Subsidiaries - <a href="https://parasdefence.com/uploads/policies/17326912631-policy-for-determining-material-subsiadiaries.pdf">https://parasdefence.com/uploads/policies/17326912631-policy-for-determining-material-subsiadiaries.pdf</a>                                                                                     |     |     | 1. Code of Conduct – <a href="https://parasdefence.com/uploads/policies/1732691698code-of-conduct-for-board-of-directors-and-smmps.pdf">https://parasdefence.com/uploads/policies/1732691698code-of-conduct-for-board-of-directors-and-smmps.pdf</a>                                                                                                                                           |     |     | 2. Policy on Life Cycle Sustainability - <a href="https://parasdefence.com/uploads/policies/1732692060policy-on-life-cycle-sustainability.pdf">https://parasdefence.com/uploads/policies/1732692060policy-on-life-cycle-sustainability.pdf</a>                                                                                  |     |     |     |
| 7. Corporate Social Responsibility Policy - <a href="https://parasdefence.com/uploads/policies/1732691651corporate-social-responsibility-policy.pdf">https://parasdefence.com/uploads/policies/1732691651corporate-social-responsibility-policy.pdf</a>                                                                                                             |     |     | 2. Policy on Employees Wellness - <a href="https://parasdefence.com/uploads/policies/1732691999policy-on-employees-wellness.pdf">https://parasdefence.com/uploads/policies/1732691999policy-on-employees-wellness.pdf</a>                                                                                                                                                                      |     |     | <b>P7</b>                                                                                                                                                                                                                                                                                                                       |     |     |     |
| <b>P2</b>                                                                                                                                                                                                                                                                                                                                                           |     |     | 3. Prohibition of child labour and prevention of forced labour at the workplace policy - <a href="https://parasdefence.com/uploads/policies/1732692079prohibition-of-child-labour-and-prevention-of-forced-labour-at-the-workplace-policy.pdf">https://parasdefence.com/uploads/policies/1732692079prohibition-of-child-labour-and-prevention-of-forced-labour-at-the-workplace-policy.pdf</a> |     |     | 1. Code of Conduct - <a href="https://parasdefence.com/uploads/policies/1732691634code-of-conduct-for-regulating-monitoring-and-reporting.pdf">https://parasdefence.com/uploads/policies/1732691634code-of-conduct-for-regulating-monitoring-and-reporting.pdf</a>                                                              |     |     |     |
| 1. Code of Conduct – <a href="https://parasdefence.com/uploads/policies/1732691698code-of-conduct-for-board-of-directors-and-smmps.pdf">https://parasdefence.com/uploads/policies/1732691698code-of-conduct-for-board-of-directors-and-smmps.pdf</a>                                                                                                                |     |     | 4. Vigil Mechanism & Whistle Blower Policy - <a href="https://parasdefence.com/uploads/policies/1732691379vigil-mechanism-whistle-blower-policy.pdf">https://parasdefence.com/uploads/policies/1732691379vigil-mechanism-whistle-blower-policy.pdf</a>                                                                                                                                         |     |     | 2. Policy on Accountable Advocacy - <a href="https://parasdefence.com/uploads/policies/1732691965policy-on-accountable-advocacy.pdf">https://parasdefence.com/uploads/policies/1732691965policy-on-accountable-advocacy.pdf</a>                                                                                                 |     |     |     |
| 2. Policy on Environment, Health & Safety - <a href="https://parasdefence.com/uploads/policies/1732692015policy-on-environment-health-safety.pdf">https://parasdefence.com/uploads/policies/1732692015policy-on-environment-health-safety.pdf</a>                                                                                                                   |     |     | 5. Whistle Blower and Anti-Sexual Harassment Policy - <a href="http://parasdefence.com/uploads/policies/1732691900whistle-blower-and-anti-sexual-harassment-policy.pdf">http://parasdefence.com/uploads/policies/1732691900whistle-blower-and-anti-sexual-harassment-policy.pdf</a>                                                                                                            |     |     | 3. Policy on Anti-Corruption and Anti-Bribery - <a href="http://parasdefence.com/uploads/policies/1732691987policy-on-anti-corruption-and-anti-bribery.pdf">http://parasdefence.com/uploads/policies/1732691987policy-on-anti-corruption-and-anti-bribery.pdf</a>                                                               |     |     |     |
| 3. Risk Management Policy - <a href="https://parasdefence.com/uploads/policies/1732691468risk-management-policy.pdf">https://parasdefence.com/uploads/policies/1732691468risk-management-policy.pdf</a>                                                                                                                                                             |     |     | 6. Corporate Social Responsibility Policy - <a href="https://parasdefence.com/uploads/policies/1732691651corporate-social-responsibility-policy.pdf">https://parasdefence.com/uploads/policies/1732691651corporate-social-responsibility-policy.pdf</a>                                                                                                                                        |     |     | 4. Policy on Life Cycle Sustainability - <a href="https://parasdefence.com/uploads/policies/1732692060policy-on-life-cycle-sustainability.pdf">https://parasdefence.com/uploads/policies/1732692060policy-on-life-cycle-sustainability.pdf</a>                                                                                  |     |     |     |
| 4. Policy on Life Cycle Sustainability - <a href="https://parasdefence.com/uploads/policies/1732692060policy-on-life-cycle-sustainability.pdf">https://parasdefence.com/uploads/policies/1732692060policy-on-life-cycle-sustainability.pdf</a>                                                                                                                      |     |     | 7. Dividend Distribution Policy - <a href="https://parasdefence.com/uploads/policies/1732691770dividend-distribution-policy.pdf">https://parasdefence.com/uploads/policies/1732691770dividend-distribution-policy.pdf</a>                                                                                                                                                                      |     |     | <b>P8</b>                                                                                                                                                                                                                                                                                                                       |     |     |     |
| <b>P3</b>                                                                                                                                                                                                                                                                                                                                                           |     |     | <b>P5</b>                                                                                                                                                                                                                                                                                                                                                                                      |     |     | 1. Corporate Social Responsibility Policy - <a href="https://parasdefence.com/uploads/policies/1732691651corporate-social-responsibility-policy.pdf">https://parasdefence.com/uploads/policies/1732691651corporate-social-responsibility-policy.pdf</a>                                                                         |     |     |     |
| 1. Code of Conduct – <a href="https://parasdefence.com/uploads/policies/1732691698code-of-conduct-for-board-of-directors-and-smmps.pdf">https://parasdefence.com/uploads/policies/1732691698code-of-conduct-for-board-of-directors-and-smmps.pdf</a>                                                                                                                |     |     | 1. Policy on Human Right - <a href="https://parasdefence.com/uploads/policies/1732692046policy-on-human-right.pdf">https://parasdefence.com/uploads/policies/1732692046policy-on-human-right.pdf</a>                                                                                                                                                                                           |     |     | 2. Code of Conduct - <a href="https://parasdefence.com/uploads/policies/1732691634code-of-conduct-for-regulating-monitoring-and-reporting.pdf">https://parasdefence.com/uploads/policies/1732691634code-of-conduct-for-regulating-monitoring-and-reporting.pdf</a>                                                              |     |     |     |
| 2. Policy on Employees Wellness - <a href="https://parasdefence.com/uploads/policies/1732691999policy-on-employees-wellness.pdf">https://parasdefence.com/uploads/policies/1732691999policy-on-employees-wellness.pdf</a>                                                                                                                                           |     |     |                                                                                                                                                                                                                                                                                                                                                                                                |     |     | <b>P9</b>                                                                                                                                                                                                                                                                                                                       |     |     |     |
|                                                                                                                                                                                                                                                                                                                                                                     |     |     |                                                                                                                                                                                                                                                                                                                                                                                                |     |     | 1. Policy on Responsibility to the Customers and their Engagement - <a href="https://parasdefence.com/uploads/policies/1732692096policy-on-responsibility-to-the-customers-and-their-engagement.pdf">https://parasdefence.com/uploads/policies/1732692096policy-on-responsibility-to-the-customers-and-their-engagement.pdf</a> |     |     |     |

| Disclosure Questions                                                                                                                                                                                                                                       | P1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | P2  | P3  | P4  | P5  | P6  | P7  | P8  | P9  |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|-----|-----|-----|-----|-----|-----|-----|
| 2. Whether the entity has translated the policy into procedures. (Yes / No)                                                                                                                                                                                | Yes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| 3. Do the enlisted policies extend to your value chain partners? (Yes/No)                                                                                                                                                                                  | Yes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| 4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle. | <ul style="list-style-type: none"><li>• ISO 45001:2018</li><li>• ISO 9001:2015</li><li>• ISO 9100: 2016</li><li>• ISO 14001: 2015</li><li>• AS 9100D</li><li>• DRDO Registration Certificate</li><li>• CVRDE Registration Certificate</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |     |     |     |     |     |     |     |     |
| 5. Specific commitments, goals and targets set by the entity with defined timelines, if any.                                                                                                                                                               | The Company continues to strengthen its ESG framework through gradual integration of sustainable business practices into its operations. While formal long-term net-zero or science-based targets have not yet been established, the Company remains committed to improving operational efficiency, reducing environmental impact, enhancing employee well-being, and maintaining strong governance standards. The Company will continue to evaluate measurable ESG targets in line with business growth and stakeholder expectations.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |     |     |     |     |     |     |     |     |
| 6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.                                                                                                                          | The Company continued to make steady progress towards its ESG and sustainability commitments during the reporting period. Initiatives relating to resource optimization, employee health & safety, ethical business practices, and CSR activities were implemented across operations. Most commitments are ongoing in nature and are being pursued progressively as part of the Company's long-term sustainability approach.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |     |     |     |     |     |     |     |     |
| <b>Governance, leadership and oversight</b>                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |     |     |     |     |     |     |     |     |
| 7. Statement by Director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)                                      | <p>At Paras Defence and Space Technologies Limited, we believe that sustainable growth and responsible business practices are fundamental to creating long-term value for all our stakeholders. As an organization operating in a strategically significant and technology-driven sector, we remain committed to conducting our business with the highest standards of ethics, integrity, transparency, and accountability while contributing positively to society and the environment.</p> <p>Environmental, Social, and Governance (ESG) principles are embedded in our business strategy and guide our decision-making across operations, innovation, and stakeholder engagement. During the year, we continued to strengthen our sustainability initiatives by enhancing resource efficiency, reinforcing governance frameworks, investing in employee well-being, and expanding our community development efforts.</p> <p>The evolving global business landscape presents a range of ESG-related opportunities and challenges, including climate change, resource optimization, workforce diversity, supply chain resilience, responsible innovation, and increasing regulatory expectations. Recognizing these priorities, we have undertaken initiatives to improve our environmental performance through energy-efficient technologies, optimized electricity and water consumption, responsible waste management, and the adoption of sustainable operational practices across our facilities.</p> <p>Our people remain at the heart of our success. We are committed to fostering a workplace that is safe, diverse, equitable, and inclusive, where every employee is empowered to innovate, collaborate, and grow. Through our Corporate Social Responsibility (CSR) initiatives, we continue to make meaningful contributions towards education, healthcare, skill development, and community welfare, reinforcing our commitment to inclusive and sustainable development.</p> <p>Strong corporate governance continues to be the cornerstone of our business. We remain focused on strengthening our compliance culture, enhancing risk management practices, improving transparency in disclosures, safeguarding data integrity, and maintaining meaningful engagement with all our stakeholders. We believe that robust governance is essential to building a resilient, future-ready organization.</p> <p>Looking ahead, we will continue to integrate ESG considerations across our value chain by establishing measurable sustainability objectives, strengthening ESG disclosures, advancing responsible business practices, and driving continuous improvement across our operations. Our objective is to align our growth ambitions with environmental stewardship and social responsibility while delivering sustainable value for customers, employees, shareholders, partners, and the communities we serve.</p> <p>At Paras Defence we sincerely appreciate our employees, customers, business partners, investors, and all stakeholders for their continued trust, confidence, and support. Together, we will continue to build a resilient, responsible, and sustainable enterprise that is well-positioned to create long-term value for generations to come.</p> <p>Munjal Sharad Shah<br/>Managing Director<br/>DIN: 01080863</p> |     |     |     |     |     |     |     |     |
| 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).                                                                                                                              | The Board is responsible for implementation and overview of the Business Responsibility Policies.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |     |     |     |     |     |     |     |     |
| 9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.                                                                                | Yes. The Board of Directors, along with the Board's Corporate Social Responsibility (CSR) Committee, is responsible for overseeing the Company's sustainability-related matters. The CSR Committee meets as required, and at least twice during the financial year, to review the Company's sustainability initiatives, CSR activities, and Business Responsibility and Sustainability Reporting (BRSR) performance.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |     |     |     |     |     |     |     |     |



**10. Details of Review of NGRBCs by the Company: Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee**

| Subject for Review                                                                                              | Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee                                                                                                                                                            |    |    |    |    |    |    |    |    | Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify) |    |    |    |    |    |    |    |    |
|-----------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|----|----|----|----|----|----|----|--------------------------------------------------------------------------|----|----|----|----|----|----|----|----|
|                                                                                                                 | P1                                                                                                                                                                                                                                                          | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P1                                                                       | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
| Performance against above policies and follow up action                                                         | The adequacy and effectiveness of the policies of the Company is reviewed by the concerned department/businesses heads, and by the Board of Directors and the CSR Committee of the Board in consultation with the concerned stakeholders, wherever required |    |    |    |    |    |    |    |    | Annually or on need basis                                                |    |    |    |    |    |    |    |    |
| Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances | The Company is in compliance with applicable statutory requirements relevant to the principles. The status of compliance with applicable statutory requirement is reviewed by the Committees of the Board.                                                  |    |    |    |    |    |    |    |    | Annually or on need basis                                                |    |    |    |    |    |    |    |    |

**11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.**

| Sr. no                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|----|----|----|----|----|----|----|----|
| All policies are evaluated by our internal team of experts. Third-party assessments and certifications are conducted whenever deemed necessary. As part of good governance practices, policies are reviewed and updated periodically by the respective department or business heads in consultation with relevant stakeholders, where applicable. The revised policies are then approved by the Management, the relevant Board Committees, or the Board of Directors, as applicable. |    |    |    |    |    |    |    |    |    |

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

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

## SECTION C

### PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

#### PRINCIPLE 1:

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

#### Essential Indicators

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

| Segment                           | Total number of training and awareness programmes held | Topics/principles covered under the training and its impact                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Percentage of persons in respective category covered by the awareness programmes |
|-----------------------------------|--------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------|
| Board of directors                | 7                                                      | <b>Executive and Non-Executive Directors</b> <ol style="list-style-type: none"> <li>Business and operational performance of the Company and update on key projects, industry changes and outlook</li> <li>Environmental, social and governance (ESG) issues and advancements in technology</li> <li>Business Ethics and Code of Conduct covering insider trading</li> </ol> <b>Independent Directors</b><br>Familiarisation Programmes on: <ol style="list-style-type: none"> <li>Legal and Regulatory Compliance</li> <li>Business / Function reviews during Board / Committee meetings</li> <li>Financial Performance</li> <li>Learning and Development Sessions</li> </ol> | 100%                                                                             |
| Key Managerial personnel          | 5                                                      | <ol style="list-style-type: none"> <li>Business and operational performance of the Company and update on key projects, industry changes and outlook</li> <li>Environmental, social and governance (ESG) issues and advancements in technology</li> <li>Business Ethics and Code of Conduct covering insider trading</li> <li>Cybersecurity Awareness</li> <li>Anti-Bribery Management System</li> </ol>                                                                                                                                                                                                                                                                       | 100%                                                                             |
| Employees other than BoD and KMPs | 5                                                      | <ol style="list-style-type: none"> <li>Business Ethics and Code of Conduct covering insider trading</li> <li>Prevention of sexual harassment</li> <li>Financial planning and implications of tax saving</li> <li>Awareness sessions/Training Programs on Health</li> <li>Anti-Bribery Management System</li> </ol>                                                                                                                                                                                                                                                                                                                                                            | 92%                                                                              |
| Workers                           | 2                                                      | <ol style="list-style-type: none"> <li>Awareness sessions/Training Programs on Health</li> <li>Industrial Safety training, Work Procedures, Processing standards and incident session.</li> </ol>                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 88%                                                                              |

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website)

| Monetary        |                 |                                                                     |                 |                   |                                        |
|-----------------|-----------------|---------------------------------------------------------------------|-----------------|-------------------|----------------------------------------|
| Category        | NGRBC Principle | Name of the regulatory/ enforcement agencies/ judicial institutions | Amount (In INR) | Brief of the Case | Has an appeal been preferred? (Yes/No) |
| Penalty/ Fine   | -               | -                                                                   | -               | -                 | -                                      |
| Settlement      | -               | -                                                                   | -               | -                 | -                                      |
| Compounding fee | -               | -                                                                   | -               | -                 | -                                      |

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

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

| S. No. | Case Details | Name of the regulatory/ enforcement agencies/ judicial institutions |
|--------|--------------|---------------------------------------------------------------------|
| 1      |              | NA                                                                  |

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy. - The Company has an anti-corruption and anti-bribery policy. The policy asserts on our zero-tolerance approach towards corruption and bribery. The policy also provides information and guidance on how to trace and deal with bribery and corruption issues. As a part of our training on the Code of Conduct, anti-bribery awareness sessions are also given to employees on Anti-Corruption and Anti-bribery topics. The weblink for this policy is

[https://www.parasdefence.com/uploads/investors/files/Policy\\_on\\_Anti-Corruption\\_and\\_Anti-Bribery.pdf](https://www.parasdefence.com/uploads/investors/files/Policy_on_Anti-Corruption_and_Anti-Bribery.pdf)

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

| Category  | FY 2025-26 | FY 2024-25 |
|-----------|------------|------------|
| Directors | 0          | 0          |
| KMPs      | 0          | 0          |
| Employees | 0          | 0          |
| Workers   | 0          | 0          |

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

| Category                                                                                     | FY 2025-26 |         | FY 2024-25 |         |
|----------------------------------------------------------------------------------------------|------------|---------|------------|---------|
|                                                                                              | Number     | Remarks | Number     | Remarks |
| Number of complaints received in relation to issues of Conflict of Interest of the Directors | 0          | -       | 0          | -       |
| Number of complaints received in relation to issues of Conflict of Interest of the KMPs      | 0          | -       | 0          | -       |

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

There have been no cases with respect to corruption and conflicts of interest.

**8. Number of days of accounts payables ((Accounts payable \*365) / Cost of goods/services procured) in the following format:**

| Particulars                         | FY 2025-26 | FY 2024-25 |
|-------------------------------------|------------|------------|
| Number of days of accounts payables | 91 days    | 137 days   |

**9. Open-ness of business**

**Provide details of concentration of purchases with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:**

| Parameter                  | Metrics                                                                                  | FY2025-26 | FY2024-25 |
|----------------------------|------------------------------------------------------------------------------------------|-----------|-----------|
| Concentration of Purchases | a. Purchases from trading houses as % of total purchases                                 | 0         | 0         |
|                            | b. Number of trading houses where purchases are made from                                | 0         | 0         |
|                            | c. Purchases from top 10 trading houses as % of total purchases from trading houses      | 0         | 0         |
| Concentration of Sales     | a. Sales to dealers / distributors as % of total sales                                   | 0         | 0         |
|                            | b. Number of dealers / distributors to whom sales are made                               | 0         | 0         |
|                            | c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors  | 0         | 0         |
| Share of RPTs in           | a. Purchases (Purchases with related parties / Total Purchases)                          | 17.31%    | 1.73%     |
|                            | b. Sales (Sales to related parties / Total Sales)                                        | 7.52%     | 8.96%     |
|                            | c. Loans & advances (Loans & advances given to related parties / Total loans & advances) | 68.94%    | 44.99%    |
|                            | d. Investments (Investments in related parties / Total Investments made)                 | 50.30%    | 4.74%     |

**Leadership Indicators**

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

| S. No. | Total number of awareness programmes held | Topics / principles covered under the training | % age of value chain partners covered (by value of business done with such partners) under the awareness programmes |
|--------|-------------------------------------------|------------------------------------------------|---------------------------------------------------------------------------------------------------------------------|
| 1      | 0                                         | 0                                              | 0                                                                                                                   |

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

Yes, the code of conduct for Board Members and Senior Management covers in detail the concern of conflict of interest. The Directors and Senior Management are required to annually provide declarations of compliance with the Code of Conduct. The code of conduct is uploaded on the website of the company and the link for the same is given below:

[https://www.parasdefence.com/uploads/investors/files/Code\\_of\\_Conduct\\_for\\_Board\\_of\\_Directors\\_and\\_SMPs.pdf](https://www.parasdefence.com/uploads/investors/files/Code_of_Conduct_for_Board_of_Directors_and_SMPs.pdf)

**PRINCIPLE 2:**

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

**Essential Indicators**

1. **Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.**

| Category | Current Financial Year | Previous Financial Year | Details of improvements in environmental and social impacts                                                                                                                                                                                                                                                        |
|----------|------------------------|-------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| R&D      | 0.5                    | 0.5                     | Paras has been operating in the optics, optronics systems, and defence engineering segments while focusing on minimizing the environmental and societal impact of its products. The company is committed to adopting sustainable and socially responsible practices across its operations and product development. |
| Capex    | 99.5                   | 99.5                    |                                                                                                                                                                                                                                                                                                                    |

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

Yes

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

Yes, at Paras, we are dedicated to sustainable sourcing practices. We carefully consider various factors when selecting our major raw material suppliers. Over 60% of our inputs are sourced sustainably. The Company has relevant procedures to ensure responsible sourcing, supported by a Supplier Code of Conduct. This aims to foster sustainability among our vendors and promote responsible behaviour beyond our own manufacturing facilities.

3. **Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.**

The Company operates in the Defence and Space sectors, delivering advanced technology products and services. Given the nature of its business, product reclamation from customers is not undertaken. The Company has established robust processes, in compliance with applicable regulatory requirements, for the reuse, recycling, and environmentally sound disposal of end-of-life materials, including plastics, packaging waste, e-waste, hazardous waste, and other production-related waste. In addition, the Company complies with all applicable conditions, approvals, and procedures prescribed by the respective State Pollution Control Boards to ensure responsible waste management and environmental compliance.

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

Not Applicable. The main products of the Company are Defence and space technology products for use in security applications. Once the products are sold, they would not be returned to the Company.

**Leadership Indicators**

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

| S. No. | NIC Code | Name of Product / Service | % of total Turnover contributed | Boundary for which the Life Cycle Perspective / Assessment was conducted | Whether conducted by independent external agency (Yes/No) | Results communicated in public domain (Yes/No) If yes, provide the web-link. |
|--------|----------|---------------------------|---------------------------------|--------------------------------------------------------------------------|-----------------------------------------------------------|------------------------------------------------------------------------------|
| 1      | 0        | 0                         | 0                               | 0                                                                        | 0                                                         | 0                                                                            |

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

| S. No. | Name of Product / Service | Description of the risk / concern | Action Taken |
|--------|---------------------------|-----------------------------------|--------------|
|        |                           | Not Applicable                    |              |

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

| Indicate input material | Recycled or re-used input material to total material |           |
|-------------------------|------------------------------------------------------|-----------|
|                         | FY2025-26                                            | FY2024-25 |
|                         | Not Applicable.                                      |           |

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

|                                | FY2025-26 |          |                 | FY2024-25 |          |                 |
|--------------------------------|-----------|----------|-----------------|-----------|----------|-----------------|
|                                | Re-Used   | Recycled | Safely Disposed | Re-Used   | Recycled | Safely Disposed |
| Plastics (including packaging) |           |          |                 |           |          |                 |
| E-waste                        |           |          |                 |           |          |                 |
| Hazardous waste                |           |          |                 |           |          |                 |
| Other waste                    |           |          |                 |           |          |                 |

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

| S. No. | Indicate product category | Reclaimed products and their packaging materials as % of total products sold in respective category |
|--------|---------------------------|-----------------------------------------------------------------------------------------------------|
|        |                           | Not Applicable                                                                                      |

**PRINCIPLE 3:**

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

**Essential Indicators**

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

| Category                       | % of employees covered by |                  |         |                    |         |                    |         |                        |         |                     |         |
|--------------------------------|---------------------------|------------------|---------|--------------------|---------|--------------------|---------|------------------------|---------|---------------------|---------|
|                                | Total<br>(A)              | Health insurance |         | Accident Insurance |         | Maternity benefits |         | Paternity benefits (A) |         | Day Care facilities |         |
|                                |                           | Number<br>(B)    | % (B/A) | Number<br>(C)      | % (C/A) | Number<br>(D)      | % (D/A) | Number<br>(E)          | % (E/A) | Number<br>(F)       | % (F/A) |
|                                |                           |                  |         |                    |         |                    |         |                        |         |                     |         |
| Permanent Employees            |                           |                  |         |                    |         |                    |         |                        |         |                     |         |
| Male                           | 267                       | 267              | 100%    | 5                  | 1.87%   | 0                  | 0       | 10                     | 3.74%   | 0                   | 0       |
| Female                         | 91                        | 91               | 100%    | 5                  | 5.49%   | 8                  | 8.79%   | 0                      | 0       | 0                   | 0       |
| Total                          | 358                       | 358              | 100%    | 10                 | 2.79%   | 8                  | 8.79%   | 10                     | 3.74%   | 0                   | 0       |
| Other than permanent Employees |                           |                  |         |                    |         |                    |         |                        |         |                     |         |
| Male                           | 0                         | 0                | 0%      | 0                  | 0%      | 0                  | 0%      | 0                      | 0%      | 0                   | 0%      |
| Female                         | 0                         | 0                | 0%      | 0                  | 0%      | 0                  | 0%      | 0                      | 0%      | 0                   | 0%      |
| Total                          | 0                         | 0                | 0%      | 0                  | 0%      | 0                  | 0%      | 0                      | 0%      | 0                   | 0%      |

Remarks: Numbers based on ESIC figures

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

| Category                     | % of employees covered by |                  |         |                           |         |                    |         |                    |         |                     |         |
|------------------------------|---------------------------|------------------|---------|---------------------------|---------|--------------------|---------|--------------------|---------|---------------------|---------|
|                              | Total<br>(A)              | Health insurance |         | Accident insurance (ESIC) |         | Maternity benefits |         | Paternity benefits |         | Day Care facilities |         |
|                              |                           | Number<br>(B)    | % (B/A) | Number<br>(C)             | % (C/A) | Number<br>(D)      | % (D/A) | Number<br>(E)      | % (E/A) | Number<br>(F)       | % (F/A) |
|                              |                           |                  |         |                           |         |                    |         |                    |         |                     |         |
| Permanent Workers            |                           |                  |         |                           |         |                    |         |                    |         |                     |         |
| Male                         | 234                       | 234              | 100%    | 36                        | 15.38%  | 0                  | 0       | 13                 | 5.55%   | 0                   | 0       |
| Female                       | 25                        | 25               | 100%    | 10                        | 40%     | 0                  | 0       | 0                  | 0       | 0                   | 0       |
| Total                        | 259                       | 259              | 100%    | 46                        | 17.7%   | 0                  | 0       | 13                 | 5.55%   | 0                   | 0       |
| Other than permanent Workers |                           |                  |         |                           |         |                    |         |                    |         |                     |         |
| Male                         | 0                         | 0                | 0%      | 0                         | 0%      | 0                  | 0%      | 0                  | 0%      | 0                   | 0%      |
| Female                       | 0                         | 0                | 0%      | 0                         | 0%      | 0                  | 0%      | 0                  | 0%      | 0                   | 0%      |
| Total                        | 0                         | 0                | 0%      | 0                         | 0%      | 0                  | 0%      | 0                  | 0%      | 0                   | 0%      |

Remarks: Numbers based on ESIC figures

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

| Particulars                                                                 | FY 2025-26 Current<br>Financial Year | FY 2024-25 Previous<br>Financial Year |
|-----------------------------------------------------------------------------|--------------------------------------|---------------------------------------|
| Cost incurred on well-being measures as a % of total revenue of the company | 0.35%                                | 0.3%                                  |

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

| Benefits                | FY 2025-26                                         |                                                |                                                      | FY 2024-25                                         |                                                |                                                      |
|-------------------------|----------------------------------------------------|------------------------------------------------|------------------------------------------------------|----------------------------------------------------|------------------------------------------------|------------------------------------------------------|
|                         | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) |
| PF                      | 30.79%                                             | 14.74%                                         | Y                                                    | 22%                                                | 40%                                            | Y                                                    |
| Gratuity                | 100%                                               | 100%                                           | Y                                                    | 100                                                | 100                                            | Y                                                    |
| ESI                     | 16.39%                                             | 7.45%                                          | Y                                                    | 15%                                                | 30%                                            | Y                                                    |
| Others – please specify | -                                                  | -                                              | -                                                    | -                                                  | -                                              | -                                                    |

## 3. Accessibility of workplaces:

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes, the Company has established the necessary infrastructure to ensure that its workplaces are accessible to differently abled employees, workers, and visitors. The accessibility features include, among others, barrier-free access to sites and building entrances, easy-to-operate doors, adequately illuminated and wide corridors, and other infrastructure designed to facilitate safe and convenient access. The Company remains committed to fostering an inclusive workplace by providing accessible facilities in line with applicable regulatory requirements and best practices.

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

Yes. Equal Opportunity forms a part of our Policy on Employee Wellness. The link can be found here: <https://www.parasdefence.com/investors>.

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

| Gender | Permanent employees |                | Permanent workers   |                |
|--------|---------------------|----------------|---------------------|----------------|
|        | Return to work rate | Retention rate | Return to work rate | Retention rate |
| Male   | 100%                | 100%           | 100%                | 100%           |
| Female | 62.5%               | 87.5%          | 0                   | 0              |
| Total  | 81.25%              | 93.75%         | 100%                | 100%           |

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

| Category                       | Yes/No (If Yes, then give details of the mechanism in brief)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|--------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Permanent Workers              | <p>The Company has adopted an Open Door culture which fosters transparency, open communication, and mutual trust across the organization. The policy encourages employees to freely communicate, provide feedback, and discuss matters of concern or importance without fear of retaliation.</p> <p>Employees may raise their grievances or concerns through multiple channels, including verbal communication, telephone, email, or written representations to their respective Heads of Department (HODs) or the Human Resources (HR) department. In addition, the Company has established a Vigil Mechanism and Whistle Blower Policy that enables employees and other stakeholders to report unethical practices, misconduct, fraud, or violations of the Company's Code of Conduct. The mechanism ensures that all concerns are addressed in a fair, confidential, and timely manner while providing adequate safeguards against victimization of whistle blowers.</p> |
| Other than Permanent Workers   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Permanent Employees            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Other than Permanent Employees |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |



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

| Benefits                         | FY 2025-26                                           |                                                                                                |           | FY 2024-25                                           |                                                                                                |           |
|----------------------------------|------------------------------------------------------|------------------------------------------------------------------------------------------------|-----------|------------------------------------------------------|------------------------------------------------------------------------------------------------|-----------|
|                                  | Total employees / workers in respective category (A) | No. of employees / workers in respective category, who are part of association (s) or Union(B) | % (B / A) | Total employees / workers in respective category (C) | No. of employees / workers in respective category, who are part of association (s) or Union(D) | % (D / C) |
| <b>Total Permanent Employees</b> | 358                                                  | 0                                                                                              | 0.00%     | 309                                                  | 0                                                                                              | 0.00%     |
| - Male                           | 267                                                  | 0                                                                                              | 0.00%     | 229                                                  | 0                                                                                              | 0.00%     |
| - Female                         | 91                                                   | 0                                                                                              | 0.00%     | 80                                                   | 0                                                                                              | 0.00%     |
| <b>Total Permanent Workers</b>   | 259                                                  | 0                                                                                              | 0.00%     | 228                                                  | 0                                                                                              | 0.00%     |
| - Male                           | 234                                                  | 0                                                                                              | 0.00%     | 210                                                  | 0                                                                                              | 0.00%     |
| - Female                         | 25                                                   | 0                                                                                              | 0.00%     | 18                                                   | 0                                                                                              | 0.00%     |

Remarks: None of our employees or workers are members of any association(s) or unions.

## 8. Details of training given to employees and workers:

| Category  | FY2025-26    |                                  |           |                         |           | FY2024-25    |                                  |           |                         |           |
|-----------|--------------|----------------------------------|-----------|-------------------------|-----------|--------------|----------------------------------|-----------|-------------------------|-----------|
|           | Total<br>(A) | On Health and<br>safety measures |           | On Skill<br>upgradation |           | Total<br>(D) | On Health and<br>safety measures |           | On Skill<br>upgradation |           |
|           |              | No. (B)                          | % (B / A) | No. (C)                 | % (C / A) |              | No. (E)                          | % (E / D) | No. (F)                 | % (F / D) |
|           |              |                                  |           |                         |           |              |                                  |           |                         |           |
| Employees |              |                                  |           |                         |           |              |                                  |           |                         |           |
| Male      | 267          | 69                               | 25.84%    | 53                      | 19.85%    | 229          | 136                              | 59.38%    | 27                      | 11.7%     |
| Female    | 91           | 14                               | 15.38%    | 13                      | 14.28%    | 80           | 40                               | 50%       | 25                      | 31%       |
| Total     | 358          | 83                               | 23.18%    | 66                      | 18.43%    | 309          | 176                              | 56.95%    | 52                      | 16.82%    |
| Workers   |              |                                  |           |                         |           |              |                                  |           |                         |           |
| Male      | 234          | 58                               | 24.78%    | 37                      | 15.81%    | 210          | 127                              | 60.47%    | 47                      | 22.38%    |
| Female    | 25           | 6                                | 25%       | 6                       | 24%       | 18           | 14                               | 77.77%    | 11                      | 61.11%    |
| Total     | 259          | 64                               | 24.71%    | 43                      | 16.60%    | 228          | 140                              | 61.40%    | 58                      | 25.43%    |

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

| Category         | FY2025-26  |            |               | FY2024-25  |            |               |
|------------------|------------|------------|---------------|------------|------------|---------------|
|                  | Total (A)  | No. (B)    | % (B / A)     | Total (C)  | No. (D)    | % (D / C)     |
| <b>Employees</b> |            |            |               |            |            |               |
| Male             | 267        | 226        | 84.64%        | 229        | 172        | 75.10%        |
| Female           | 91         | 82         | 90.10%        | 80         | 64         | 80%           |
| <b>Total</b>     | <b>358</b> | <b>308</b> | <b>86.03%</b> | <b>309</b> | <b>236</b> | <b>76.37%</b> |
| <b>Workers</b>   |            |            |               |            |            |               |
| Male             | 234        | 207        | 88.46%        | 210        | 165        | 78.57%        |
| Female           | 25         | 22         | 88%           | 18         | 16         | 88.88%        |
| <b>Total</b>     | <b>259</b> | <b>229</b> | <b>88.41%</b> | <b>228</b> | <b>181</b> | <b>79.38%</b> |

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

Yes, Recordable Incident Rate (RIR) Certification has granted ISO 45001:2018 certification to all our Company's Plants. This certification helps mitigate potential hazards for employees and visitors within our premises, promoting cost efficiency and reducing occupational incidents. The company places paramount importance on occupational health and safety management.

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

The Company conducts quarterly reviews of work-related hazards and risks to identify and assess safety concerns across its manufacturing processes while ensuring ongoing compliance with applicable health and safety requirements. Hazard identification is carried out for both routine and non-routine activities through established risk assessment and monitoring processes.

The Company regularly evaluates the effectiveness of its safety systems and controls to promote a safe and healthy work environment and minimize workplace incidents. Recommendations and directives issued by regulatory authorities and relevant industry forums concerning employee and worker health and safety are promptly reviewed and implemented, reflecting the Company's continued commitment to maintaining high standards of occupational health and safety.

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

Yes

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

Yes, the eligible Employees/workers are covered under various statutory regulations as applicable to the Company.

11. Details of safety related incidents, in the following format:

| Safety Incident/Number                                                           | Category  | FY2025-26 | FY2024-25 |
|----------------------------------------------------------------------------------|-----------|-----------|-----------|
| Lost Time Injury Frequency Rate (LTIFR)<br>(per one million-person hours worked) | Employees | 0         | 0         |
|                                                                                  | Workers   | 0         | 0         |
| Total recordable work-related injuries                                           | Employees | 0         | 0         |
|                                                                                  | Workers   | 0         | 0         |
| No. of fatalities                                                                | Employees | 0         | 0         |
|                                                                                  | Workers   | 0         | 0         |
| High consequence work-related injury or ill-health<br>(excluding fatalities)     | Employees | 0         | 0         |
|                                                                                  | Workers   | 0         | 0         |

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

The Company has implemented a comprehensive framework of health, safety, and security measures to safeguard its employees, workers, and visitors. Key initiatives include:

- Establishment of designated Emergency Assembly Areas to ensure the safe congregation of personnel during emergencies.
- Installation of fire hydrant and automatic sprinkler systems to effectively mitigate fire-related risks.
- Provision and mandatory use of appropriate Personal Protective Equipment (PPE) for employees and workers, based on the nature of their work.
- Availability of safe drinking water and adequate sanitation facilities to promote hygiene, health, and well-being.
- Deployment of CCTV surveillance systems to strengthen physical security and enable continuous monitoring of the premises.
- Implementation of comprehensive Standard Operating Procedures (SOPs) to ensure safe, consistent, and efficient operations.
- Regular health and safety training programmes and mock emergency drills to enhance awareness, preparedness, and emergency response capabilities.
- Periodic safety inspections and audits to assess the effectiveness of existing safety controls, ensure regulatory compliance, and drive continual improvement in occupational health and safety performance.

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

|                    | FY2025-26             |                                       |         | FY2024-25             |                                       |        |
|--------------------|-----------------------|---------------------------------------|---------|-----------------------|---------------------------------------|--------|
|                    | Filed during the year | Pending resolution at the end of year | Remarks | Filed during the year | Pending resolution at the end of year | Remark |
| Working Conditions | 0                     | 0                                     | 0       | 0                     | 0                                     | 0      |
| Health & Safety    | 0                     | 0                                     | 0       | 0                     | 0                                     | 0      |

14. Assessments for the year:

| Category                    | % of your plants and offices that were assessed (by entity or statutory authorities or third parties)                       |
|-----------------------------|-----------------------------------------------------------------------------------------------------------------------------|
| Health and safety practices | 100% (All our plants are ISO 45001:2018 certified through RIR Certification and regular ISO audits / reviews are conducted) |
| Working Conditions          | 100%                                                                                                                        |

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

The Company conducts regular health and safety training programmes and mock emergency drills to enhance employee awareness, competency, and emergency preparedness. Standard Operating Procedures (SOPs) and safety protocols are periodically reviewed and updated based on incident investigations, risk assessments, and evolving operational requirements to ensure their continued effectiveness. The Company has obtained ISO 45001 certification across all its manufacturing facilities, reflecting its commitment to maintaining a robust Occupational Health and Safety Management System. Recommendations arising from internal reviews, regulatory inspections, and ISO 45001 audits are systematically evaluated and implemented to strengthen safety measures and enhance risk management throughout the product life cycle. The Management accords the highest priority to ISO 45001 audits and closely monitors the timely closure of all observations and improvement opportunities identified by the auditors, thereby fostering a culture of continual improvement in occupational health and safety performance.

### Leadership Indicators

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

Yes, the eligible Employees/workers are covered under various statutory regulations applicable to the company.

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

Paras ensures that all relevant statutory payments concerning transactions undertaken by it, are deducted and deposited according to regulatory standards. This procedure undergoes scrutiny in both internal and external audits. The Company anticipates its partners in the value chain, to follow business responsibility principles and maintain transparency and accounting values.

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

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

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

The Company does not currently provide a formal transition assistance program to facilitate continued employability or support career transitions resulting from retirement or termination of employment. However, the Company remains committed to employee well-being and regularly reviews its HR policies, programs, and benefits to ensure they align with the evolving needs of its workforce. The Company will continue to evaluate opportunities to enhance employee support initiatives as part of its ongoing commitment to a positive and supportive work environment.

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

| Category                    | % of value chain partners (by value of business done with such partners) that were assessed |
|-----------------------------|---------------------------------------------------------------------------------------------|
| Health and safety practices | Ongoing                                                                                     |
| Working Conditions          | Ongoing                                                                                     |

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

Based on the assessments conducted during the reporting period, the Company has not identified any significant risks or concerns relating to the health and safety practices or working conditions of its value chain partners. The Company continues to engage with and monitor its value chain partners to encourage compliance with applicable health, safety, and labour standards, while promoting a safe, healthy, and responsible working environment throughout its supply chain.

## PRINCIPLE 4:

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

### Essential Indicators

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

Stakeholder engagement is integral to the Company's approach to understanding the social, environmental, and economic context in which it operates and to fostering transparent, collaborative, and long-term relationships. The Company identifies and prioritizes its key stakeholders—including employees, customers, investors, suppliers, business partners, regulators, local communities, and other relevant groups—based on factors such as their influence on the Company's operations, the Company's impact on them, legitimacy of interests, and diversity of perspectives. Through structured engagement mechanisms and established communication channels, the Company ensures that stakeholders receive timely and relevant information and are provided with appropriate platforms to share their views and feedback. Stakeholder inputs are reviewed on a regular basis and are considered in the Company's materiality assessment, risk management processes, and strategic decision-making, enabling the Company to address evolving stakeholder expectations, create long-term value, and support sustainable business growth.

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

| S. No. | Stakeholder Group          | Whether identified as Vulnerable & Marginalized Group (Yes/No) | Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other     | Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify) | Purpose and scope of engagement including key topics and concerns raised during such engagement                                                                                                                                                                                                                                                      |
|--------|----------------------------|----------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1      | Employees                  | No                                                             | Email (internal communication), Notices and Communication Mechanisms                                                              | Continuous                                                                           | <ol style="list-style-type: none"> <li>1. Safe &amp; Inclusive Workplace</li> <li>2. Employee Well-being</li> <li>3. Training &amp; Development</li> <li>4. Recognition &amp; Rewards</li> <li>5. Policy Awareness</li> <li>6. Employee Engagement</li> <li>7. Grievance Redressal</li> </ol>                                                        |
| 2      | Shareholders/ Investors    | No                                                             | Emails, Newspaper, Advertisement, website of the Company and Stock Exchanges and General Meetings                                 | Quarterly and Event specific as per Statutory Requirement                            | <ol style="list-style-type: none"> <li>1. Current performance</li> <li>2. Initiatives and Projects</li> <li>3. Regular Investor Engagement</li> <li>4. Transparent Communication and Grievance Redressal</li> </ol>                                                                                                                                  |
| 3      | Suppliers and Distributors | No                                                             | Vendor assessment and review, Training workshop, Supplier audits, official communication channels: Website, Email and Phone calls | Ongoing                                                                              | <ol style="list-style-type: none"> <li>1. Ease of Doing Business</li> <li>2. Ethical Business Conduct &amp; Social Practices</li> <li>3. Risk Management</li> <li>4. Business Opportunities</li> <li>5. Supplier Transparency</li> <li>6. Value Chain Efficiency</li> <li>7. Payments Management</li> <li>8. Purchase Price Optimization.</li> </ol> |
| 4      | Community                  | No                                                             | CSR initiatives                                                                                                                   | Annual and on need basis                                                             | <ol style="list-style-type: none"> <li>1. Execution of CSR Projects such as animal welfare, conserving water resources, and promoting health and education.</li> <li>2. Conducting important events such as Blood Donation Camps</li> </ol>                                                                                                          |

| S. No. | Stakeholder Group                | Whether identified as Vulnerable & Marginalized Group (Yes/No) | Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other | Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify) | Purpose and scope of engagement including key topics and concerns raised during such engagement                                                                                                                                 |
|--------|----------------------------------|----------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 5      | Government and Regulatory Bodies | No                                                             | Compliance Reports, Regulatory audits/ inspections                                                                            | Quarterly, Half Yearly, Annually and on need basis                                   | 1. Ensuring Compliances with applicable laws<br>2. Inspections<br>3. Approvals<br>4. Assessments                                                                                                                                |
| 6      | Customers                        | No                                                             | Customer meets, website, Phone calls, emails and meetings                                                                     | Frequently and as and when required                                                  | 1. Consistent Customer Engagement<br>2. Timely Query and Complaint Resolution<br>3. Information on New Products and Services<br>4. Addressing Technical and Operational Issues<br>5. Commitment to Positive Customer Experience |

### Leadership Indicators

**1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.**

The Company maintains regular and structured engagement with its key stakeholders, including investors, customers, employees, channel partners, analysts, and regulators, to ensure that its strategic priorities remain aligned with stakeholder expectations. Engagement is carried out through various channels, including meetings, emails, conference calls, Annual General Meetings (AGMs), surveys, and grievance redressal mechanisms, enabling the Company to gather valuable feedback on business performance, customer experience, and stakeholder concerns.

The insights gained from these interactions are reviewed by senior management and relevant Board Committees and are integrated into the Company's decision-making processes. Dedicated committees, including the Corporate Social Responsibility (CSR) Committee and the Stakeholders' Relationship Committee, oversee the implementation of social responsibility initiatives, stakeholder engagement, and compliance with applicable statutory and regulatory requirements. This governance framework reinforces the Company's commitment to transparency, accountability, and the creation of sustainable long-term value for all stakeholders.

**2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**

The Company engages with local communities to understand their needs and incorporates their feedback into the planning and implementation of its CSR initiatives. Regular interactions with employees, the HR team, and business leaders also help shape employee well-being programs and promote sustainable practices, including the conservation of water, electricity, and fuel.

**3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.**

The Company engages with vulnerable and marginalized stakeholder groups, particularly local communities, through its CSR initiatives aimed at improving livelihoods and promoting inclusive development. It also keeps stakeholders informed about relevant technologies, safety practices, and industry developments. Stakeholder engagement helps identify material issues, supports informed decision-making, and strengthens risk management. Key initiatives include volunteering activities, CSR programs focused on animal welfare, water conservation, health and education, and contributions toward environmental sustainability.

**PRINCIPLE 5:**

Businesses should respect and promote human rights

**Essential Indicators**

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

| Category               | FY2025-26  |                                        |             | FY2024-25  |                                        |                |
|------------------------|------------|----------------------------------------|-------------|------------|----------------------------------------|----------------|
|                        | Total (A)  | No. of employees / workers covered (B) | %(B / A)    | Total(C)   | No. of employees / workers covered (D) | %(D / C)       |
| <b>Employees</b>       |            |                                        |             |            |                                        |                |
| Permanent              | 358        | 358                                    | 100%        | 309        | 309                                    | 100.00%        |
| Other than permanent   | 0          | 0                                      | 0           | 0          | 0                                      | 0.0%           |
| <b>Total Employees</b> | <b>358</b> | <b>358</b>                             | <b>100%</b> | <b>309</b> | <b>309</b>                             | <b>100.00%</b> |
| <b>Workers</b>         |            |                                        |             |            |                                        |                |
| Permanent              | 259        | 259                                    | 100%        | 228        | 228                                    | 100%           |
| Other than permanent   | 0          | 0                                      | 0           | 0          | 0                                      | 0              |
| <b>Total Workers</b>   | <b>259</b> | <b>259</b>                             | <b>100%</b> | <b>228</b> | <b>228</b>                             | <b>100%</b>    |

- Details of minimum wages paid to employees, in the following format:

| Category             | FY2025-26    |                          |           |                           |           | FY2024-25    |                          |           |                           |           |
|----------------------|--------------|--------------------------|-----------|---------------------------|-----------|--------------|--------------------------|-----------|---------------------------|-----------|
|                      | Total<br>(A) | Equal to<br>Minimum Wage |           | More than<br>Minimum Wage |           | Total<br>(D) | Equal to<br>Minimum Wage |           | More than<br>Minimum Wage |           |
|                      |              | No. (B)                  | % (B / A) | No. (C)                   | % (C / A) |              | No. (E)                  | % (E / D) | No. (F)                   | % (F / D) |
|                      |              |                          |           |                           |           |              |                          |           |                           |           |
| Employees            |              |                          |           |                           |           |              |                          |           |                           |           |
| Permanent            | 358          | 9                        | 2.51%     | 342                       | 95.53%    | 309          | 8                        | 2.58%     | 301                       | 97.41%    |
| Male                 | 267          | 6                        | 2.24%     | 256                       | 95.88%    | 229          | 6                        | 2.62%     | 223                       | 97.37%    |
| Female               | 91           | 3                        | 3.29%     | 86                        | 94.50%    | 80           | 2                        | 2.5%      | 78                        | 97.5%     |
| Other than Permanent |              |                          |           |                           |           | 0            | 0                        | 0         | 0                         | 0         |
| Male                 | 0            | 0                        | 0         | 0                         | 0         | 0            | 0                        | 0         | 0                         | 0         |
| Female               | 0            | 0                        | 0         | 0                         | 0         | 0            | 0                        | 0         | 0                         | 0         |
| Workers              |              |                          |           |                           |           |              |                          |           |                           |           |
| Permanent            | 259          | 34                       | 13.12%    | 199                       | 76.83%    | 228          | 25                       | 10.96%    | 203                       | 89.03%    |
| Male                 | 234          | 23                       | 9.82%     | 188                       | 80.34%    | 210          | 25                       | 11.90%    | 185                       | 88.09%    |
| Female               | 25           | 11                       | 44%       | 11                        | 44%       | 18           | 0                        | 0.00%     | 18                        | 100%      |
| Other than Permanent |              |                          |           |                           |           | 0            | 0                        | 0         | 0                         | 0         |
| Male                 | 0            | 0                        | 0         | 0                         | 0         | 0            | 0                        | 0         | 0                         | 0         |
| Female               | 0            | 0                        | 0         | 0                         | 0         | 0            | 0                        | 0         | 0                         | 0         |

- Details of remuneration/salary/wages, in the following format: Median remuneration/wages:

|                                  | Male   |                                                                          | Female |                                                                          |
|----------------------------------|--------|--------------------------------------------------------------------------|--------|--------------------------------------------------------------------------|
|                                  | Number | Median remuneration/ salary/ wages of respective category (Rs. in lakhs) | Number | Median remuneration/ salary/ wages of respective category (Rs. in lakhs) |
|                                  |        |                                                                          |        |                                                                          |
| Board of Directors (BoD)         | 2      | 7 Lakhs                                                                  | 1      | 2.5 Lakhs                                                                |
| Key Managerial Personnel         | 2      | 1 Lakhs                                                                  | 1      | 2 Lakhs                                                                  |
| Employees other than BoD and KMP | 267    | 5.28 Lakhs                                                               | 91     | 5.04 Lakhs                                                               |
| Workers                          | 234    | 4.08 Lakhs                                                               | 25     | 1.82 Lakhs                                                               |

- b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

| Particulars                                     | Current Financial Year | Previous Financial Year |
|-------------------------------------------------|------------------------|-------------------------|
| Gross wages paid to females as % of total wages | 18.46%                 | 17.00%                  |

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

Yes, the HR Head and the Executive Directors of the Company are responsible for addressing any human rights impacts or issues that may be caused by or linked to the Company's operations and activities, in accordance with the Company's Human Rights Policy. ([https://www.parasdefence.com/uploads/investors/files/Policy\\_on\\_Human\\_Right.pdf](https://www.parasdefence.com/uploads/investors/files/Policy_on_Human_Right.pdf))

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

The Company has established a robust grievance redressal mechanism to address employee concerns in a fair, transparent, and timely manner. Employees may report grievances, including human rights-related concerns, to their reporting manager or the Human Resources (HR) Department. Upon receipt of a grievance, appropriate action is taken, including investigation by a designated committee where required, to ensure effective resolution.

The Company has also constituted an Internal Committee in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, to receive, investigate, and redress complaints of sexual harassment in a confidential and impartial manner.

In addition, the Company's Vigil Mechanism, including the Whistle Blower Policy, enables employees and other stakeholders to confidentially report unethical conduct, suspected fraud, violations of the Company's Code of Conduct, or actual or potential human rights concerns, without fear of retaliation.

Employees also have access to an HR support system to address queries and concerns relating to compensation and benefits, payroll, taxation, leave, policies, and other employment-related matters, ensuring transparent, efficient, and responsive grievance resolution.

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

|                                   | FY2025-26             |                                       |         | FY2024-25                             |                       |         |
|-----------------------------------|-----------------------|---------------------------------------|---------|---------------------------------------|-----------------------|---------|
|                                   | Filed during the year | Pending resolution at the end of year | Remarks | Pending resolution at the end of year | Filed during the year | Remarks |
| Sexual Harassment                 | 0                     | 0                                     | 0       | 0                                     | 0                     | 0       |
| Discrimination at workplace       | 0                     | 0                                     | 0       | 0                                     | 0                     | 0       |
| Child Labour                      | 0                     | 0                                     | 0       | 0                                     | 0                     | 0       |
| Forced Labour/Involuntary Labour  | 0                     | 0                                     | 0       | 0                                     | 0                     | 0       |
| Wages                             | 0                     | 0                                     | 0       | 0                                     | 0                     | 0       |
| Other human rights related issues | 0                     | 0                                     | 0       | 0                                     | 0                     | 0       |

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

| Particulars                                                                                                                         | Current Financial Year | Previous Financial Year |
|-------------------------------------------------------------------------------------------------------------------------------------|------------------------|-------------------------|
| Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH) | 0                      | 0                       |
| Complaints on POSH as a % of female employees / workers                                                                             | 0                      | 0                       |
| Complaints on POSH upheld                                                                                                           | 0                      | 0                       |

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

The Company has established mechanisms to ensure that complainants in discrimination, harassment, and human rights-related cases are protected from retaliation or any adverse consequences. Under the Board-approved Vigil Mechanism and Whistle Blower Policy, employees and stakeholders can report concerns confidentially, including directly to the Chairman of the Audit Committee. The policy includes safeguards against victimization, ensuring complaints are handled fairly, confidentially, and without prejudice to the complainant.

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

Yes, all our business agreements and contracts require the counterparty to comply with applicable regulatory requirements, which also include human rights.

## 10. Assessments for the year:

| Category                    | % of your plants and offices that were assessed<br>(by entity or statutory authorities or third parties) |
|-----------------------------|----------------------------------------------------------------------------------------------------------|
| Child labour                | 100%                                                                                                     |
| Forced/involuntary labour   | 100%                                                                                                     |
| Sexual harassment           | 100%                                                                                                     |
| Discrimination at workplace | 100%                                                                                                     |
| Wages                       | 100%                                                                                                     |
| Others – please specify     | 0                                                                                                        |

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

We confirm that no such incidents have occurred.

### Leadership Indicators

## 1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.

As the Company has not received any major human rights grievances/complaints, there was no need to modify/introduce any business process.

## 2. Details of the scope and coverage of any Human rights due-diligence conducted.

Not applicable, as no human rights due - diligence was conducted during the year.

## 3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes, the company actively promotes an inclusive accessibility framework.

## 4. Details on assessment of value chain partners:

| Category                    | % of your plants and offices that were assessed<br>(by entity or statutory authorities or third parties) |
|-----------------------------|----------------------------------------------------------------------------------------------------------|
| Child labour                | 100%                                                                                                     |
| Forced/involuntary labour   | 100%                                                                                                     |
| Sexual harassment           | 100%                                                                                                     |
| Discrimination at workplace | 100%                                                                                                     |
| Wages                       | 100%                                                                                                     |
| Others – please specify     | 0                                                                                                        |

Remarks: The company has a zero-tolerance policy against the matters mentioned herein and regularly conveys to all its value chain partners about the same.

## 5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

No such incident occurred to date.



**PRINCIPLE 6:**

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

**Essential Indicators**

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

| Parameter                                                                                | FY 2025-26 (Current Financial Year) | FY 2024-25 (Previous Financial Year) |
|------------------------------------------------------------------------------------------|-------------------------------------|--------------------------------------|
| <b>From renewable sources</b>                                                            |                                     |                                      |
| Total electricity consumption (A)                                                        | 0.00                                | 0.00                                 |
| Total fuel consumption (B)                                                               | 0.00                                | 0.00                                 |
| Energy consumption through other sources (C)                                             | 0.00                                | 0.00                                 |
| <b>Total energy consumed from renewable sources (A+B+C)</b>                              | <b>0.00</b>                         | <b>0.00</b>                          |
| <b>From non-renewable sources (In Gigajoules)</b>                                        |                                     |                                      |
| Total electricity consumption (D)                                                        | 11,740.85                           | 10,836.27                            |
| Total fuel consumption (E)                                                               | 134.71                              | 131.78                               |
| Energy consumption through other sources (F)                                             | 0.00                                | 0.00                                 |
| <b>Total energy consumed from non-renewable sources (D+E+F)</b>                          | <b>11,875.56</b>                    | <b>10,968.05</b>                     |
| <b>Total energy consumed (A+B+C+D+E+F)</b>                                               | <b>11,875.56</b>                    | <b>10,968.05</b>                     |
| <b>Energy intensity per rupee of turnover</b>                                            | 0.29 GJ / Lakh                      | 0.33 GJ / Lakh                       |
| (Total energy consumption / turnover in rupees Lakhs)                                    |                                     |                                      |
| <b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> | 5.82 GJ / Lakh \$                   | 6.67 GJ / Lakh \$                    |
| (Total energy consumed / Revenue from operations adjusted for PPP)                       |                                     |                                      |
| <b>Energy intensity in terms of physical output</b>                                      | 0.18 GJ / No. of units produced     | 0.37 GJ / No. of units produced      |
| Energy intensity (optional) – the relevant metric may be selected by the entity          | -                                   | -                                    |

\*Figures of the previous year have been restated

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. - No

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

No

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

| Parameter                                                                               | FY 2025-26                      | FY 2024-25                      |
|-----------------------------------------------------------------------------------------|---------------------------------|---------------------------------|
| <b>Water withdrawal by source (in kilolitres)</b>                                       |                                 |                                 |
| (i) Surface water                                                                       | 0                               | 0                               |
| (ii) Groundwater                                                                        | 0                               | 0                               |
| (iii) Third party water                                                                 | 11,705                          | 13,492                          |
| (iv) Seawater / desalinated water                                                       | 0                               | 0                               |
| (v) Others                                                                              | 0                               | 75                              |
| <b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>         | <b>11,705</b>                   | <b>13,567</b>                   |
| <b>Total volume of water consumption (in kilolitres)</b>                                | <b>11,705</b>                   | <b>13,567</b>                   |
| <b>Water intensity per rupee of turnover</b> (Water consumed / turnover)                | 0.28 KL / Lakh                  | 0.41 KL / Lakh                  |
| <b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> | 5.74 KL / Lakh \$               | 8.25 KL / Lakh \$               |
| (Total water consumption / Revenue from operations adjusted for PPP)                    |                                 |                                 |
| <b>Water intensity in terms of physical output</b>                                      | 0.17 KL / No. of units produced | 0.46 KL / No. of units produced |
| Water intensity (optional) – the relevant metric may be selected by the entity.         | -                               | -                               |

\*Figures of the previous year have been restated

**Note:** Here, "Others" refers to Bisleri water purchased for human consumption.

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. - No

#### 4. Provide the following details related to water discharged: Water discharge by destination and level of treatment (in kilolitres)

| Parameter                                                                    | Current Financial Year 2025-26 | Previous Financial Year 2024-25 |
|------------------------------------------------------------------------------|--------------------------------|---------------------------------|
| <b>Water discharge by destination and level of treatment (in kilolitres)</b> |                                |                                 |
| (i) To Surface water                                                         |                                |                                 |
| - No treatment                                                               |                                |                                 |
| With treatment – please specify level of treatment                           |                                |                                 |
| (ii) To Groundwater                                                          |                                |                                 |
| - No treatment                                                               |                                |                                 |
| With treatment – please specify level of treatment                           |                                |                                 |
| (iii) To Seawater                                                            |                                |                                 |
| - No treatment                                                               |                                |                                 |
| With treatment – please specify level of treatment                           |                                |                                 |
| (iv) Sent to third-parties                                                   |                                |                                 |
| - No treatment                                                               |                                |                                 |
| With treatment – please specify level of treatment                           |                                |                                 |
| (v) Others                                                                   |                                |                                 |
| - No treatment                                                               |                                |                                 |
| With treatment – please specify level of treatment                           |                                |                                 |
| <b>Total water discharged (in kilolitres)</b>                                |                                |                                 |

The domestic wastewater is being disposed of, as per regulatory norms.

Remarks: The Company does not discharge untreated water.

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. – No

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

No. While the Company has not implemented a formal Zero Liquid Discharge mechanism, it follows responsible water management practices. Water is used conservatively and efficiently, with a focus on minimizing waste. All discharged water undergo proper treatment to ensure that all chemically reactive residues, if any are neutralized.

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

| Parameter                           | Please specify unit | Current Financial Year | Previous Financial Year |
|-------------------------------------|---------------------|------------------------|-------------------------|
| NOx                                 |                     |                        |                         |
| SOx                                 |                     |                        |                         |
| Particulate matter (PM)             |                     |                        |                         |
| Persistent organic pollutants (POP) |                     |                        |                         |
| Volatile organic compounds (VOC)    |                     |                        |                         |
| Hazardous air pollutants (HAP)      |                     |                        |                         |
| Others – please specify             |                     |                        |                         |

Not Available

Remarks: The Company is in the process of developing systems to centrally collect and consolidate relevant data. Once established, the data will be reported in future disclosures.

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. - No.

#### 7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) in MTCO2E & its intensity, in the following format:

| Parameter                                                                                                                                                                    | Unit                                   | FY 2025-26                        | FY 2024-25                        |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------|-----------------------------------|-----------------------------------|
| <b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available) | TCO <sub>2</sub> e                     | 9.35                              | 9.15                              |
| <b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available) | TCO <sub>2</sub> e                     | 2,335.12                          | 2,470.51                          |
| <b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover</b>                                                                                                    | TCO <sub>2</sub> e / rupee of turnover | 0.0563 TCO <sub>2</sub> e / Lakh  | 0.0743 TCO <sub>2</sub> e / Lakh  |
| Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)                                                                | TCO <sub>2</sub> e / rupee of turnover | 1.49 TCO <sub>2</sub> e / Lakh \$ | 1.51 TCO <sub>2</sub> e / Lakh \$ |

| Parameter                                                                                                   | Unit                                   | FY 2025-26                                        | FY 2024-25                                        |
|-------------------------------------------------------------------------------------------------------------|----------------------------------------|---------------------------------------------------|---------------------------------------------------|
| Total Scope 1 and Scope 2 emission intensity in terms of physical output                                    | TCO <sub>2</sub> e / rupee of turnover | 0.0349 TCO <sub>2</sub> e / No. of units produced | 0.0842 TCO <sub>2</sub> e / No. of units produced |
| Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity | TCO <sub>2</sub> e / rupee of turnover | -                                                 | -                                                 |

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. - No.

**8. Does the entity have any project related to reducing Green House Gas emission?**

If Yes, then provide details.. Yes, the Company promotes the use of energy-efficient equipment across its manufacturing facilities as part of its efforts to enhance operational efficiency and reduce environmental impact. The maintenance team is responsible for monitoring the performance of such equipment and overseeing its effective implementation. Furthermore, energy efficiency, including energy ratings and related technical specifications, is a key criterion considered during the procurement and selection of equipment.

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

| Parameter                                                                                                                                                     | FY 2025-26                        | FY 2024-25                        |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------|-----------------------------------|
| <b>Total Waste generated (in metric tonnes)</b>                                                                                                               |                                   |                                   |
| Plastic waste (A)                                                                                                                                             |                                   |                                   |
| E-waste(B)                                                                                                                                                    |                                   |                                   |
| Bio-medical waste (C)                                                                                                                                         |                                   |                                   |
| Construction and demolition waste (D)                                                                                                                         |                                   | NA                                |
| Battery waste (E)                                                                                                                                             |                                   |                                   |
| Radioactive waste (F)                                                                                                                                         |                                   |                                   |
| Other Hazardous waste. Please specify, if any. (G)                                                                                                            |                                   |                                   |
| Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)                          | 5.53 MT                           | 4.45 MT                           |
| <b>Total (A + B + C + D + E + F + G + H)</b>                                                                                                                  | <b>5.53 MT</b>                    | <b>4.45 MT</b>                    |
| <b>Waste intensity per rupee of turnover</b><br>(Total Waste Generated / Revenue from operations)                                                             | 0.00014 MT / Lakh                 | 0.00013 MT / Lakh                 |
| <b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b><br>(Total Waste Generated / Revenue from operations adjusted for PPP) | 0.00281 MT / Lakh \$              | 0.00271 MT / Lakh \$              |
| Waste intensity in terms of physical output                                                                                                                   | 0.0022 MT / No. of units produced | 0.0020 MT / No. of units produced |
| <b>Waste intensity (optional) the relevant metric may be selected by the entity</b>                                                                           |                                   | -                                 |
| <b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>                |                                   |                                   |
| <b>Category of waste - Plastic</b>                                                                                                                            |                                   |                                   |
| (i) Recycled                                                                                                                                                  |                                   |                                   |
| (ii) Re-used                                                                                                                                                  |                                   | NA                                |
| (iii) Other recovery operations                                                                                                                               |                                   |                                   |
| <b>Total</b>                                                                                                                                                  |                                   |                                   |
| <b>Category of waste - E-Waste</b>                                                                                                                            |                                   |                                   |
| (i) Recycled                                                                                                                                                  |                                   |                                   |
| (ii) Re-used                                                                                                                                                  |                                   | NA                                |
| (iii) Other recovery operations                                                                                                                               |                                   |                                   |
| <b>Total</b>                                                                                                                                                  |                                   |                                   |
| <b>Category of waste - Bio-medical waste</b>                                                                                                                  |                                   |                                   |
| (i) Recycled                                                                                                                                                  |                                   |                                   |
| (ii) Re-used                                                                                                                                                  |                                   | NA                                |
| (iii) Other recovery operations                                                                                                                               |                                   |                                   |
| <b>Total</b>                                                                                                                                                  |                                   |                                   |
| <b>Category of waste - Construction and demolition waste</b>                                                                                                  |                                   |                                   |
| (i) Recycled                                                                                                                                                  |                                   |                                   |
| (ii) Re-used                                                                                                                                                  |                                   | NA                                |
| (iii) Other recovery operations                                                                                                                               |                                   |                                   |
| <b>Total</b>                                                                                                                                                  |                                   |                                   |
| <b>Category of waste - Battery waste</b>                                                                                                                      |                                   |                                   |
| (i) Recycled                                                                                                                                                  |                                   |                                   |
| (ii) Re-used                                                                                                                                                  |                                   | NA                                |
| (iii) Other recovery operations                                                                                                                               |                                   |                                   |
| <b>Total</b>                                                                                                                                                  |                                   |                                   |

| Parameter                                                                                                         | FY 2025-26 | FY 2024-25 |
|-------------------------------------------------------------------------------------------------------------------|------------|------------|
| <b>Category of waste - Radioactive waste</b>                                                                      |            |            |
| (i) Recycled                                                                                                      |            |            |
| (ii) Re-used                                                                                                      |            | NA         |
| (iii) Other recovery operations                                                                                   |            |            |
| <b>Total</b>                                                                                                      |            |            |
| <b>Category of waste - Other Hazardous waste</b>                                                                  |            |            |
| (i) Recycled                                                                                                      |            |            |
| (ii) Re-used                                                                                                      |            | NA         |
| (iii) Other recovery operations                                                                                   |            |            |
| <b>Total</b>                                                                                                      |            |            |
| <b>Category of waste - Other Non-Hazardous waste</b>                                                              |            |            |
| (i) Recycled                                                                                                      |            |            |
| (ii) Re-used                                                                                                      |            | NA         |
| (iii) Other recovery operations                                                                                   |            |            |
| <b>Total</b>                                                                                                      |            |            |
| <b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b> |            |            |
| <b>Category of waste - Plastic</b>                                                                                |            |            |
| (i) Incineration                                                                                                  |            |            |
| (ii) Landfilling                                                                                                  |            | NA         |
| (iii) Other disposal operations                                                                                   |            |            |
| <b>Total</b>                                                                                                      |            |            |
| <b>Category of waste - E-Waste</b>                                                                                |            |            |
| (i) Incineration                                                                                                  |            |            |
| (ii) Landfilling                                                                                                  |            | NA         |
| (iii) Other disposal operations                                                                                   |            |            |
| <b>Total</b>                                                                                                      |            |            |
| <b>Category of waste - Bio-medical Waste</b>                                                                      |            |            |
| (i) Incineration                                                                                                  |            |            |
| (ii) Landfilling                                                                                                  |            | NA         |
| (iii) Other disposal operations                                                                                   |            |            |
| <b>Total</b>                                                                                                      |            |            |
| <b>Category of waste - Construction and demolition waste</b>                                                      |            |            |
| (i) Incineration                                                                                                  |            |            |
| (ii) Landfilling                                                                                                  |            | NA         |
| (iii) Other disposal operations                                                                                   |            |            |
| <b>Total</b>                                                                                                      |            |            |
| <b>Category of waste - Battery</b>                                                                                |            |            |
| (i) Incineration                                                                                                  |            |            |
| (ii) Landfilling                                                                                                  |            | NA         |
| (iii) Other disposal operations                                                                                   |            |            |
| <b>Total</b>                                                                                                      |            |            |
| <b>Category of waste - Radioactive</b>                                                                            |            |            |
| (i) Incineration                                                                                                  |            |            |
| (ii) Landfilling                                                                                                  |            | NA         |
| (iii) Other disposal operations                                                                                   |            |            |
| <b>Total</b>                                                                                                      |            |            |
| <b>Category of waste - Other Hazardous waste. Please specify, if any</b>                                          |            |            |
| (i) Incineration                                                                                                  |            |            |
| (ii) Landfilling                                                                                                  |            | NA         |
| (iii) Other disposal operations                                                                                   |            |            |
| <b>Total</b>                                                                                                      |            |            |
| <b>Category of waste - Other Non-hazardous waste generated</b>                                                    |            |            |
| (i) Incineration                                                                                                  |            |            |
| (ii) Landfilling                                                                                                  |            | NA         |
| (iii) Other disposal operations                                                                                   |            |            |
| <b>Total</b>                                                                                                      |            |            |

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. - No

**10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.**

At Paras, the primary type of manufacturing waste consists of residue material like aluminium and mild steel. These are sold off for further reuse and recycling. E-waste is handed over to authorized recyclers. Additionally, waste bins are placed at key locations across all sites to support proper disposal of other waste type.

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

| S. No. | Location of operations/ offices | Type of operations | Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any. |
|--------|---------------------------------|--------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------|
|--------|---------------------------------|--------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------|

Not Applicable

Remarks: Not Applicable as no operations/ offices are located in/around ecologically sensitive areas

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

| S. No. | Name and brief details of project | EIA Notification No. | Date | Whether conducted by independent external agency (Yes / No) | Results communicated in public domain (Yes / No) | Relevant Web link |
|--------|-----------------------------------|----------------------|------|-------------------------------------------------------------|--------------------------------------------------|-------------------|
|--------|-----------------------------------|----------------------|------|-------------------------------------------------------------|--------------------------------------------------|-------------------|

Not Applicable

Remarks: No Environmental Impact Assessments of projects were undertaken during the reporting period of FY 2025-26

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

| S. No. | Specify the law / regulation / guidelines which was not complied with | Provide details of the non-compliance | Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts | Corrective action taken, if any |
|--------|-----------------------------------------------------------------------|---------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------------------|
|--------|-----------------------------------------------------------------------|---------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------------------|

NIL

Remarks: The Company is compliant with all applicable environmental law/ regulations/ guidelines in India.

### Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

- Name of the area - Not Applicable
- Nature of operations - Not Applicable
- Water withdrawal, and consumption in the following format:

| Parameter                                                                              | Current Financial Year 2025-26 | Previous Financial Year 2024-25 |
|----------------------------------------------------------------------------------------|--------------------------------|---------------------------------|
| <b>Water withdrawal by source (in kilolitres)</b>                                      |                                |                                 |
| (i) Surface water                                                                      | 0                              | 0                               |
| (ii) Groundwater                                                                       | 0                              | 0                               |
| (iii) Third party water                                                                | 0                              | 0                               |
| (iv) Seawater / desalinated water                                                      | 0                              | 0                               |
| (v) Others                                                                             | 0                              | 0                               |
| <b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>        | <b>0</b>                       | <b>0</b>                        |
| <b>Total volume of water consumption (in kilolitres)</b>                               | <b>0</b>                       | <b>0</b>                        |
| Water intensity per rupee of turnover (Water consumed / turnover)                      | 0.0000 KL / Lakh               | 0.0000 KL / Lakh                |
| Water intensity (optional) – the relevant metric may be selected by the entity.KL / of | -                              | -                               |
| <b>Water discharge by destination and level of treatment (in kilolitres)</b>           |                                |                                 |
| (i) To Surface water                                                                   |                                |                                 |
| - No treatment                                                                         | 0                              | 0                               |
| With treatment – please specify level of treatment                                     | 0                              | 0                               |
| (ii) To Groundwater                                                                    |                                |                                 |
| - No treatment                                                                         | 0                              | 0                               |
| With treatment – please specify level of treatment                                     | 0                              | 0                               |
| (iii) To Seawater                                                                      |                                |                                 |
| - No treatment                                                                         | 0                              | 0                               |
| With treatment – please specify level of treatment                                     | 0                              | 0                               |
| (iv) Sent to third-parties                                                             |                                |                                 |
| - No treatment                                                                         | 0                              | 0                               |
| With treatment – please specify level of treatment                                     | 0                              | 0                               |

| Parameter                                          | Current Financial<br>Year 2025-26 | Previous Financial<br>Year 2024-25 |
|----------------------------------------------------|-----------------------------------|------------------------------------|
| (v) Others                                         |                                   |                                    |
| - No treatment                                     | 0                                 | 0                                  |
| With treatment – please specify level of treatment | 0                                 | 0                                  |
| <b>Total water discharged (in kilolitres)</b>      | <b>0</b>                          | <b>0</b>                           |

Remarks: None of our plants/facilities are located in water stress areas.

**Note-** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. – No

## 2. Please provide details of total Scope 3 emissions (MTCO2E) & its intensity, in the following format:

| Parameter                                                                                                   | Unit                            | FY 2025-26 | FY 2024-25 |
|-------------------------------------------------------------------------------------------------------------|---------------------------------|------------|------------|
| <b>Total Scope 3 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) | Metric tonnes of CO2 equivalent | -          | -          |
| <b>Total Scope 3 emissions per rupee of turnover</b>                                                        |                                 | -          | -          |
| <b>Total Scope 3 emission intensity (optional)</b> – the relevant metric may be selected by the entity      |                                 | -          | -          |

Remarks: The process of computation will be initiated, and the particulars will be made available in due time.

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. - No

## 3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not applicable, as the Company does not have any operations/offices in/around ecologically sensitive areas.

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

| Sr. No | Initiative undertaken                                                              | Details of the initiative (Web-link, if any, may be provided along-with summary)                                                                                                                                                                                                                                                                                                              | Outcome of the initiative                                                |
|--------|------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------|
| 1      | Deployment of energy-efficient equipment across all manufacturing units and office | The Company ensures the installation of energy-efficient equipment across its manufacturing facilities. The maintenance team is responsible for overseeing the implementation and performance of such equipment. In addition, energy efficiency considerations, including energy ratings and related technical specifications, are key factors in the procurement and selection of equipment. | Overall energy consumption has reduced.                                  |
| 2      | EV Charging Point                                                                  | An EV charging station has been inaugurated within the Company's premises to promote sustainable transportation and support efforts towards reducing the carbon footprint. This initiative reflects the Company's commitment to adopting environmentally responsible practices and encouraging cleaner mobility solutions.                                                                    | The EV charging station on an average is used for approx. 7 hours daily. |

## 5. Does the entity have a business continuity and disaster management plan?

The Company has implemented a Business Continuity and Disaster Management Plan to enhance organizational resilience and minimize the impact of disruptions and emergencies. The framework includes emergency preparedness measures, defined response procedures, and business continuity strategies to ensure critical operations continue with minimal disruption. Employees are provided with relevant information and training to effectively respond to emergencies and understand their roles and responsibilities during such events.

## 6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

Not Applicable

## 7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

Not Applicable

**PRINCIPLE 7:**

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

**Essential Indicators**

1. a. Number of affiliations with trade and industry chambers/ associations.  
We are affiliated with 4 trade and industry chambers/associations.
- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

| S. NO | Name of the trade and industry chambers/associations | Reach of trade and industry chambers/ associations (State/National) |
|-------|------------------------------------------------------|---------------------------------------------------------------------|
| 1     | Society of Indian Defence Manufacturers              | National                                                            |
| 2     | Engineering Export Promotion Council of India        | National                                                            |
| 3     | Federation of Indian Export Organisation             | National                                                            |
| 4     | Authorised Economic Operator                         | International                                                       |

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

| S. NO | Name of authority                                                                                                                       | Brief of the case | Corrective action taken |
|-------|-----------------------------------------------------------------------------------------------------------------------------------------|-------------------|-------------------------|
| 1     | There have been no action or issues related to anti-competitive conduct and no adverse orders from any authority during the FY 2025-26. |                   |                         |

**Leadership Indicators**

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

| S. No. | Public policy advocated                                         | Method resorted for such advocacy | Whether information available in public domain? (Yes/No) | Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify) | Web Link, if available |
|--------|-----------------------------------------------------------------|-----------------------------------|----------------------------------------------------------|-------------------------------------------------------------------------------------------|------------------------|
| 1      | The Company is not currently engaged in public policy advocacy. |                                   |                                                          |                                                                                           |                        |

## PRINCIPLE 8:

Businesses should promote inclusive growth and equitable development

### Essential Indicators

- Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current Financial year.

| S. No. | Name and brief details of project                                                                    | SIA Notification No. | Date of notification | Whether conducted by independent external agency (Yes / No) | Results communicated in public domain (Yes / No) | Relevant Web link |
|--------|------------------------------------------------------------------------------------------------------|----------------------|----------------------|-------------------------------------------------------------|--------------------------------------------------|-------------------|
| 1      | During FY 2025-26, we have not undertaken any projects that require Social Impact Assessments (SIA). |                      |                      | Not applicable                                              |                                                  |                   |

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

| S. No. | Name of Project for which R&R is ongoing                                                                   | State | District | No. of Project Affected Families (PAFs) | % of PAFs covered by R&R | Amounts paid to PAFs in the FY (In INR) |
|--------|------------------------------------------------------------------------------------------------------------|-------|----------|-----------------------------------------|--------------------------|-----------------------------------------|
| 1      | During FY 2025-26, we have not undertaken any projects that require Rehabilitation and Resettlement (R&R). |       |          | Not applicable                          |                          |                                         |

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

The Company periodically undertakes formal and informal sessions with the community. In these sessions, the Company works on undertaking queries, feedback and grievances. In addition, during the CSR programmes conducted by the Company, the company representatives are in constant contact with the community, to note and provide resolution for any grievances.

- Percentage of input material (inputs to total inputs by value) sourced from suppliers:

| Category                                     | Current Financial Year | Previous Financial Year |
|----------------------------------------------|------------------------|-------------------------|
| Directly sourced from MSMEs/ small producers | 88.96%                 | 41.99%                  |
| Sourced directly from within India           | 95.78%                 | 97.65%                  |

- Job creation in smaller towns- Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent/on contract basis) in the following locations, as % of total wage cost. (Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

| Location     | Current Financial Year | Previous Financial Year |
|--------------|------------------------|-------------------------|
| Rural        | 0                      | 0                       |
| Semi-urban   | 0                      | 0                       |
| Urban        | 21.36%                 | 21.95%                  |
| Metropolitan | 78.64%                 | 78.04%                  |



## Leadership Indicators

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

| S. No. | Details of negative social impact identified | Corrective action taken |
|--------|----------------------------------------------|-------------------------|
|        | Not Applicable                               |                         |

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

| S. No. | State       | Aspirational District | Amount spent (In INR) |
|--------|-------------|-----------------------|-----------------------|
| 1      | Maharashtra | NA                    | Rs. 48,50,000         |
| 2      | Gujarat     | NA                    | Rs. 30,00,000         |
| 3      | Gujarat     | Kutch                 | Rs. 20,00,000         |
| 4      | Gujarat     | NA                    | Rs. 25,00,000         |

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

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

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

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

| S. No. | Name of authority | Brief of the Case | Corrective action taken |
|--------|-------------------|-------------------|-------------------------|
|        | Not Applicable    |                   |                         |

6. Details of beneficiaries of CSR Projects:

| S. No. | CSR Project                                          | No. of persons benefitted from CSR Projects | % of beneficiaries from vulnerable and marginalized groups |
|--------|------------------------------------------------------|---------------------------------------------|------------------------------------------------------------|
| 1      | Health Care, Sanitation and providing Drinking Water | 6000+                                       | 100                                                        |
| 2      | Environmental Sustainability and Animal Welfare      | 700+Cows                                    | 100                                                        |
| 3      | Promotion of education and social welfare            | 2000+                                       | 100                                                        |

## PRINCIPLE 9:

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

### Essential Indicators

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

To ensure customer satisfaction and service excellence, the Company has set up a dedicated contact point for receiving and addressing customer complaints and feedback via dedicated email address- [business@parasdefence.com](mailto:business@parasdefence.com). Upon receiving any complaint or feedback, we engage with the customers at various authorized levels and ensure that necessary corrective actions are taken in time.

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

| Category                                                    | As a percentage to total turnover |
|-------------------------------------------------------------|-----------------------------------|
| Environmental and social parameters relevant to the product | Not Applicable                    |
| Safe and responsible usage                                  | 100%                              |
| Recycling and/or safe disposal                              | Not Applicable                    |

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

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

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

| CSR Project       | Number | Reasons for recall |
|-------------------|--------|--------------------|
| Voluntary recalls | 0      | -                  |
| Forced recalls    | 0      | -                  |

#### 5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Yes, the Company has a framework/ policy on cyber security and risks related to data privacy. Cyber Security Policy of the Company is classified as document for internal circulation. All these policies are reviewed annually by competent personnel in the Information Security Function. All the approved and enforced policies are made available to all employees and business partners

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

Not Applicable

#### 7. Provide the following information relating to data breaches

- Number of instances of data breaches along-with impact – Nil
- Percentage of data breaches involving personally identifiable information of customers – 0%
- Impact, if any, of the data breaches – Not Applicable

### Leadership Indicators

- 1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).**

All information relating to products and solutions offered by Paras is available on the Company's website- [www.parasdefence.com](http://www.parasdefence.com)

- 2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**

The Company has set up clear systems to ensure customers always have access to detailed information about our products and services. Our technical team stays in regular contact with customers, and we run training focused on the safe and effective use of our products. Product details are available on the website: [www.parasdefence.com](http://www.parasdefence.com).

- 3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**

Not Applicable owing to the nature of the business.

- 4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/ Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

Yes, the Company adheres to all applicable regulations pertaining to product information and labeling. Safety instructions, including the Do's and Don'ts are provided with all critical products to ensure proper handling. Regular interactions with customer are maintained to ensure satisfaction and to obtain feedback on products and services. Based on the feedback received, the Company undertakes necessary actions to improve its offerings and address customer expectations.