Business Responsibility and Sustainability Report

Siemens Limited

FINANCIAL YEAR 2026

SIEMENS

Foreword

Our technology accelerates customer transformation with industrial AI, boosting efficiency in factories, enhancing city livability and promoting sustainable transport solutions. Our DEGREE Sustainability Framework continues to anchor our purpose in all that we do. Across Decarbonization, Ethics, Governance, Resource Efficiency, Equity, and Employability, we are steadily moving from commitment to consequence.

India is an important focus market and innovation hub of Siemens. This BRSR FY26 published reflects the measurable ESG strides taken by Siemens Limited during the 18 month period ending 31st March 2026, while concurrently highlighting the rigour with which we govern our progress. The disclosure is a testimony to our transparency, sustainability leadership and a commitment to progress in the years ahead. Price Waterhouse Chartered Accountants LLP has undertaken reasonable assurance process for the Core indicators, and their report is attached.

At Siemens, the measure of our work has been what that technology makes possible – for our customers, for India, and for a world that cannot afford to wait.

Sunil Mathur **Dr. Anantharaman Subramaniyan**

SECTION A

General Disclosures

I. Details of the listed entity

1.	**Corporate Identity Number (CIN) of the Company:**	L28920MH1957PLC010839
2.	**Name of the Listed Entity:**	Siemens Limited
3.	**Year of incorporation:**	1957
4.	**Registered office address:**	Birla Aurora, Level 21, Plot No. 1080, Dr. Annie Besant Road, Worli, Mumbai - 400030
5.	**Corporate address:**	Birla Aurora, Level 21, Plot No. 1080, Dr. Annie Besant Road, Worli, Mumbai - 400030
6.	**Email:**	communication.in@siemens.com
7.	**Telephone:**	1800 209 1800
8.	**Website:**	www.siemens.co.in
9.	**Financial year for which reporting is being done:**	October 1, 2024 - March 31, 2026 (18 Months Period)
10.	**Name of the Stock Exchange(s) where shares are listed:**	BSE Limited and National Stock Exchange of India Limited
11.	**Paid-up Capital:**	₹ 712,241,010
12.	**Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:**	Dr. Anantharaman Subramaniyan, Head of Strategy & Sustainability Phone: 1800 209 1800, as.subramaniyan@siemens.com

13. **Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together):**

- The disclosures under this report are for Siemens Limited on a standalone basis. The reporting boundary for FY 2024 and FY 2026 also includes Permanent Establishments (PE), Right-of-Use (RoU) Assets and warehouses. Where actual data is not available, an area-based extrapolation has been done to arrive at the disclosures. Throughout the report the term “Siemens” is used for “Siemens Limited”. For references to Siemens AG the term “Siemens AG” is used.
- Pursuant to receipt of necessary statutory approvals and in accordance with the Scheme approved by the Hon’ble National Company Law Tribunal (the “NCLT”), the Holding Company (Siemens Limited) has demerged the Energy business effective 25 March 2025, with the appointed date being 1 March 2025 (Refer Note 59.1 to the Audited Standalone Financial Statements of the Annual Report). Further, pursuant to the requirements of the Indian Accounting Standards (Ind AS), the Company’s Energy business up to the appointed date of demerger has been disclosed as discontinued operations. Accordingly, for the purpose of this reporting, the financial and operational details relating to the Energy business have been excluded with effect from 1 March 2025.
- The Company has approved the slump sale of its LVM business to Innomotics India Private Limited, subject to customary conditions and approvals, including CCI. The transaction is in the process of completion till March 31, 2026. Accordingly, under Ind AS 105, the LVM business has been classified as discontinued operations in the Standalone Statement of Profit and Loss. BRSR disclosures include these discontinued operations (refer Note 59.2 of the Audited Standalone Financial Statements).
- The Company’s financial year has been changed to a uniform financial year commencing on 1st April of every year and ending on 31st March of the following year, including observing a one-time transitional financial year from 1st October 2024 to 31st March 2026 (18 months). Accordingly, this report will be for a period of 18 months from 1st October 2024 to 31st March 2026.

14. Whether the company has undertaken reasonable assessment or assurance of the BRSR Core?: Yes

15. Name of assurance provider: Price Waterhouse Chartered Accountants LLP

16. Type of assurance obtained: Reasonable assurance on BRSR Core indicators

II. Products/Services

17. 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	Manufacturing	Manufacture of Electrical equipment, General Purpose and Special Purpose Machinery & Equipment, Transport Equipment	93

18. 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	Manufacture of electric motors, generators, transformers and electricity distribution and control apparatus	271	65.3
2	Manufacture of general-purpose machinery	281	9.8
3	Manufacture of railway locomotives and rolling stock	261	18.1

Note: NIC Code List

III. Operations

19. Number of locations where plants and/or operations/offices of the Company are situated:

Location	Number of plants	Number of offices	Total
National	9	13	22
International	0	3	3

Note:

1. The number of factory licenses are 10
2. The above count does not include warehouses and delegate houses.
3. The above numbers are as on March 31, 2026 and does not include plants and offices of the demerged entity (Siemens Energy India Limited).

20. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	28 States and 8 Union Territories
International (No. of Countries)	6

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

Exports contribute to 13% of the turnover of the Company.

c. A brief on types of customers

Siemens Limited, India is a leading technology company aligned with Siemens AG's global portfolio, delivering solutions across **digitalization**, **electrification**, **automation and mobility**.

The company serves **public and private sector customers**, supporting India's industrial and infrastructure transformation.

Its core businesses include **Digital Industries** (industrial automation and industrial software), **Smart Infrastructure** (power distribution and building technologies), and **Mobility** (rail and intelligent transportation solutions).

Siemens India addresses diversified verticals such as **automotive, chemicals, pharmaceuticals, oil & gas, utilities, renewables, metals, water, railways, ports, and data centers**.

The portfolio combines **global technology leadership with strong local execution**, enabling higher productivity, sustainability and long-term competitiveness.

IV. Employees

21. 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)	4,969	4,014	80.8	955	19.2
2	Other than Permanent (E)#	1,943	1,872	96.3	71	3.7
3	Total (D + E)	6,912	5,886	85.2	1,026	14.8
WORKERS						
4	Permanent (F)	1,110	1,024	92.3	86	7.8
5	Other than Permanent (G)	36	36	100	0	0
6	Total (F + G)	1,146	1,060	92.5	86	7.5

b. Differently abled employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1	Permanent (D)	3	3	100	0	0
2	Other than Permanent (E)	1	1	100	0	0
3	Total (D + E)	4	4	100	0	0
WORKERS						
4	Permanent (F)	3	3	100	0	0
5	Other than Permanent (G)	0	0	0	0	0
6	Total (F + G)	3	3	100	0	0

#The count of other than permanent employees includes the employees on direct contract and third-party workforce.

The distribution is as below:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Other than permanent employees						
1	**Direct Contract**	231	225	97.4	6	2.6
2	**Third-party workforce**	1,712	1,647	96.2	65	3.8
3	**Total other than permanent employees**	1,943	1,872	96.3	71	3.7

22. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	9	1	11.1
Key Management Personnel	3	0	0

23. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2026 (Turnover rate in current FY)			FY 2024 (Turnover rate in previous FY)			FY 2023 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	11.7%	2.3%	13.9%	7.5%	7.9%	7.6%	10.6%	13.9%	11%
Permanent Workers	8.2%	1%	9.2%	1.3%	3.3%	1.4%	3.1%	2.3%	3.1%

V. Holding, Subsidiary and Associate Companies (Including Joint Ventures)

24. 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	Siemens AG	Ultimate holding company	18	No
2	Siemens International Holding B.V	Holding Company	52.78	No
3	Siemens Rail Automation Private Limited	Subsidiary	100	No
4	C&S Electric Limited	Subsidiary	99.22	No
5	Sunsole Renewables Private Limited	Associate	26	No

Note: During FY 2024-26, Siemens Energy India Limited ceased to be a subsidiary of the Company.

VI. CSR Details

25. (i) Whether CSR is applicable as per Section 135 of Companies Act, 2013: (Yes/No)

Yes, CSR is applicable to Siemens Limited.

	FY 2026
(ii) Turnover (in million ₹)	261,074
(iii) Net worth (in million ₹)	135,255

VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES

26. 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 2026 Current Financial Year			FY 2024 Previous Financial Year			
		Number of complaints filed during the year	Number of complaints pending resolution at close of year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of year	Remarks	Actions
Communities	Yes https://www.siemens.com/en-us/company/compliance/data-privacy/	0	0		0	0		
Investors (other than shareholders)	Yes	0	0		0	0		
Shareholders	Yes Scores Home - scores.sebi.gov.in	129	124		42	2		
Employees and workers	Yes, internal mechanisms in place	0	0		37	0		
Customers	Yes, through toll free number and Email	915	473		993	83		
Value chain partners	Yes	**3**	**0**		**0**	**0**		
Others (please specify)	Yes, complaints received from several stakeholders on "Tell Us" and the Ombudsperson and Siemens Limited web portal https://www.siemens.com/en-us/company/compliance/data-privacy/	**22**	**2**		**24**	**3**		

27. 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.

Siemens AG has developed the Sustainability Target Framework as a holistic framework to drive 360-degree sustainable value creation across its global operations. Siemens Limited embraces this framework as the foundation of its sustainability agenda, driving purposeful and responsible growth in India.

In alignment with this approach, a comprehensive Double Materiality Assessment (DMA) was undertaken by the Company using the CSRD framework for material IROs. This framework identifies Impacts, Risks and Opportunities (IROs). This rigorous process evaluates sustainability matters across the value chain based on both their societal impact and financial materiality.

The material topics emerging from this assessment are outlined in the table below:

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	**Climate Change**	Risk and Opportunity	**Risk:** Increasingly frequent extreme weather may disrupt supply chains and project delivery. Transition risks stem from evolving regulations, rising energy costs, and shifting customer preferences. **Opportunity:** Accelerating national climate policies drive demand for Siemens decarbonization, electrification, and smart infrastructure solutions	The material issues identified here align with the Siemens sustainability target framework. Comprehensive details on the framework are available at: https://assets.new.siemens.com/siemens/assets/api/uuid:dea0c623-1ae9-4ef0-a69a-31d8eb7b39fb/sustainability-statement.pdf	**Positive:** Expanded portfolio of sustainable tech **Negative:** Increased costs from supply chain disruptions and energy transitions
2	**Resource Efficiency**	Risk and Opportunity	**Risk:** Sustained dependency on virgin materials and high-GWP gases **Opportunity:** Optimizing natural resource decoupling via waste recovery and robust circularity practices		**Positive**: Optimized operational expenditures and reduced raw material costs **Negative:** Increased compliance costs for evolving environmental standards
3	**Circular Economy & Waste Management**	Risk and Opportunity	**Risk:** Persistent reliance on plastic packaging and virgin metals contributing to downstream waste **Opportunity:** Extending product life cycles through Eco-Design and waste-to-energy initiatives		**Positive:** Cost savings generated from waste valorization and energy recovery **Negative:** Increased reverse logistics and Extended Producer Responsibility (EPR) compliance costs

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	**Product Stewardship**	Risk and Opportunity	**Risk:** Gaps in end-to-end lifecycle management impacting downstream Scope 3 emissions. **Opportunity:** Empowering customer decarbonization through the Eco Tech label and localized manufacturing		**Positive:** Premium product positioning driving revenue growth and compliance advantage **Negative:** Potential R&D, redesign, and recall costs if regulations are unmet
5	**Water Stewardship**	Risk and Opportunity	**Risk:** Growing water stress across operating regions threatens production continuity, while tightening regulations on water withdrawal and discharge elevate compliance costs and operational risk **Opportunity:** Ensuring water security via rainwater harvesting and maintaining zero process-water dependency		**Positive:** Reduced freshwater dependency lowering long-term operational costs **Negative:** Increased compliance and potential alternative sourcing costs
6	**Biodiversity & Ecosystem**	Risk	**Risk:** Potential ecosystem degradation tied to raw material extraction and infrastructure projects		**Negative:** Increased compliance costs, project delays, and potential substitution costs for virgin materials
7	**Human Rights (Own Workforce & Value Chain)**	Risk	**Risk:** Exposure to informal labor risks within complex, multi-tiered EPC subcontracting		**Negative:** Regulatory penalties, litigation, and remediation expenses
8	**Human Capital Management**	Risk and Opportunity	**Risk:** Attrition of skilled workforce and talent increases recruitment costs and delays critical business activities **Opportunity:** A diverse, technology-skilled workforce maximizes the adoption of new technologies and improves operational efficiencies		**Positive:** Enhanced productivity, innovation, and reduced attrition costs **Negative:** Reliance on costly contractors and revenue loss due to delayed project executions

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
9	**Workforce Health, Safety and Wellbeing**	Risk	**Risk:** Occupational hazards during high-voltage electrical at project sites posing direct injury risks		**Negative:** Legal liabilities, operational stoppages, and increased insurance premiums
10	**Community Welfare**	Opportunity	**Opportunity:** Empowering marginalized communities and building local goodwill through flagship initiatives like Dual VET, IGnITE, and Project Asha		**Positive:** Lowers social risk costs, and reinforces employer brand strength
11	**Governance, Ethics & Compliance**	Risk	**Risk:** Compliance breaches risk regulatory penalties and loss of stakeholder trust		**Negative:** Financial penalties, contract cancellations, and loss of operating licenses
12	**Data Privacy & Cybersecurity**	Risk	**Risk:** Cyber threats targeting smart systems risking critical infrastructure disruption		**Negative:** High remediation expenses, penalties, and operational downtime costs
13	**Product Safety & Quality**	Risk	**Risk:** Rare defects in high-voltage or rail systems risk user harm and public confidence erosion		**Negative:** Costly product recalls, liquidated damages, and exclusion from future bids
14	**Sustainable Supply Chain**	Risk and Opportunity	**Risk:** Shortages of critical components and potential Tier-2 supplier non-compliance **Opportunity:** Building supply resilience via localized sourcing and strong Micro, Small, and Medium Enterprises (MSME) partnerships		**Positive:** Supply chain efficiencies and reduced long-term logistics costs **Negative:** Increased operational costs from project delays and volatile commodity prices

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.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes / No)	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	Please refer to Annexure I								
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	NA	Yes	Yes
While Siemens has its own policies on material local topics, all the policies of Siemens AG are also applicable to Siemens Limited and have been converted into procedures and reviewed through internal control mechanism.									
4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trust) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your Company and mapped to each principle	Siemens policies are in line with international standards and practices such as ISO 14001, ISO 45001, ISO 50001: UNGC Guidelines, UN Human Rights Declaration and European Human Rights Convention, UNGC Women's Empowerment Principles, UNFCCC - United Nations Framework Convention on Climate Change, CEO Water Mandate, CPLC (carbon), ILO Principles, OECD Guidelines for Multinational Enterprises, UN Convention against Corruption								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any	The ESG commitments, goals and targets are set globally by Siemens AG. Siemens AG has developed the Sustainability Target Framework to address issues identified via the materiality assessment of Siemens AG. The details of the Sustainability Target Framework is available on the link: https://assets.new.siemens.com/siemens/assets/api/uuid:dea0c623-1ae9-4ef0-a69a-31d8eb7b39fb/sustainability-statement.pdf								
6. Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	The targets against the various principles are the ones committed under the Sustainability Target Framework by Siemens AG. Siemens Limited adheres to the framework and contributes towards achievement of the DEGREE targets. The current performance against targets is also available at the link mentioned above.								

Governance, Leadership and Oversight

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

   Please refer to the Foreword

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

Mr. Sunil Mathur

Managing Director and Chief Executive Officer

DIN: 02261944

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 Managing Director and Chief Executive Officer & Executive Director and Chief Financial Officer are responsible for decisions on all sustainability related issues.

10. Details of Review of NGRBCs by the Company:

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

	P1	**P2**	**P3**	**P4**	**P5**	**P6**	**P7**	**P8**	**P9**
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No) If yes, provide name of the agency.	No								

While the entity has not specifically carried out an independent assessment / evaluation of the working of its policies by an external agency, the entity has a process of internally reviewing adherence to these policies via the Risk and Internal Control Process by the respective management teams and internal audit process.

12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:	**P1**	**P2**	**P3**	**P4**	**P5**	**P6**	**P7**	**P8**	**P9**
The entity does not consider the principle 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								

SECTION C

Principle-wise performance disclosure

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

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

Siemens Limited operates with the highest standards of integrity, transparency, and accountability, guided by Siemens' global Sustainability Target Framework, which places Governance, Ethics, and Responsible Business Conduct at the core of long-term value creation. The Company upholds a zero-tolerance approach to misconduct, anchored in the principle that "only clean business is Siemens business," supported by a robust, risk-based compliance system and strict adherence to the Siemens Business Conduct Guidelines. These guidelines mandate periodic training for all employees on ethics, anti-corruption, fair competition, data privacy, and human rights, ensuring a strong culture of compliance. Oversight is reinforced through Board-level committees and alignment with global frameworks such as the UN Global Compact and OECD Anti-Bribery Convention. Extending beyond its operations, Siemens drives ethical practices across its value chain through supplier compliance requirements, strengthens digital trust through cybersecurity, and links leadership incentives to ESG performance, while engaging transparently in public policy collectively positioning governance as both a risk mitigant and a driver of sustainable, responsible growth.

Material Topics	Type	Policies	Ambitions	Actions
Governance, ethics and compliance	PI, NI	Siemens Business Conduct Guidelines (BCG) Anti-Corruption & Anti-Bribery Policy Whistleblowing Policy & ("Tell Us" Hotline and Ombudsperson) Materiality Policy Related Party Transaction Policy Alignment with UNGC, UN Convention Against Corruption, OECD standards	100% workforce trained every three years Zero tolerance for substantiated Violations Timely resolution of grievances	Mandatory compliance & leadership tone-from-the-top Compliance audits, investigations, disciplinary actions Independent investigation, retaliation-free reporting Responsible advocacy aligned to sustainability priorities Board oversight, ESG disclosures Stakeholder engagement & responsible advocacy

Material Topics	Type	Policies	Ambitions	Actions
Cybersecurity and data privacy	PI NI, R	Information security & data privacy Global Cybersecurity Framework Siemens BCG (data protection principles) Privacy Framework (ISO 27001 aligned)	100% employee awareness & training 100% cybersecurity Resilience Compliance with global data regulations	ISO/IEC-aligned controls Phishing simulations monitoring & audits
Sustainable supply chain	PI, O, R	Group Supplier Code of Conduct Human Rights Policy Statement (Supply Chain Due Diligence) Quality & Safety Management Systems	Supplier ESG coverage expansion Compliance with BIS/IEC norms	Supplier audits, corrective action, possible disengagement Audits, testing, certification, after-sales support

*Note: PI – Positive Impact; NI – Negative Impact; O – Opportunity; R – Risk

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	1	Business Conduct Guidelines	100
Key Managerial Personnel	5	Business Conduct Guidelines, Anti-Trust Essentials, Data Privacy Essential, Export Control Essential and Anti-Corruption Essential	100
Employees other than BoD and KMPs	5	Business Conduct Guidelines, Anti-Trust Essentials, Data Privacy Essential, Export Control Essential and Anti-Corruption Essential	71.8
Workers	1	Business Conduct Guidelines	96.8

2. **Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies / judicial institutions in the financial year, in the following format.**

   (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGRBC Principles	**Name of the regulatory/ enforcement agencies/ judicial institutions**	**Amount (In ₹)**	**Brief of the Case**	**Has an appeal been preferred? (Yes/No)**
Penalty/ fine	4	Joint Commissioner of Commercial Taxes (Appeals), Dharwad Div. Navanagar Hubballi	5,000	Violation under Section 129 read with 125 of Central Goods and Services Tax/ Karnataka Goods and Services Act, 2017.	No
Penalty/ fine	3	Chief Judicial Magistrate, Bokaro	2,000	Violation under Rule 71 of Contract Labour (Regulation & Abolition) Act, 1970 at Sail Authority of India Limited premises situated at Bokaro.	No
Penalty/ fine	3	Chief Judicial Magistrate, Nagpur	700	Violation under Section 24 of Contract Labour Act, 1970 at Nagpur Metro Project Site.	No
Penalty/ fine	3	Chief Judicial Magistrate, Nagpur	1,500	Violation under Section 23 & 24 of Contract Labour Act, 1970 at Nagpur Metro Project Site.	No
Penalty/ fine	3	Chief Judicial Magistrate, Prayagraj	5,000	Violation under Section 22A of Minimum Wages Act, 1948 at project site situated at Prayagraj.	No
Penalty/ fine	3	Chief Judicial Magistrate, Prayagraj	5,000	Violation under Section 10 of Equal Remuneration Act, 1976 at project site situated at Prayagraj.	No

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

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

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

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

Yes. Siemens has an anti-corruption and anti-bribery policy as part of its BCG. Responsible business conduct plays a vital role in the Company's aspiration to make ethical and responsible decisions in the interest of all stakeholders.

The BCG lays the foundation of compliance management system at Siemens.

The BCG policy is accessible at: https://assets.new.siemens.com/siemens/assets/api/uuid:5c242542-e991-4b97-af63-090ad509be74/sag-bcg-en.pdf

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

	FY 2026	FY 2024
Directors	0	0
KMP	0	0
Employees	0	0
Workers	0	0

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

	FY 2026	FY 2024
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:**

   Not Applicable.

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

	FY 2026	FY 2024
Number of days of accounts payable	107	97

Note 1: As per the Industry Standards Note on BRSR Core released by SEBI, cost of goods/services procured also includes capital expenditure made by the company for FY 2026. Also, Accounts Payables includes Capital Creditors. Hence, the figures are not comparable to last year's figures to that extent.

Note 2: The above indicator has been calculated as Accounts Payable*545/ Cost of goods and services procured. Average of Accounts Payable including capital creditors as at the beginning and end of the reporting period are considered for the purpose of this ratio. Total no. of days is taken as 545 considering the reporting period of 18 months.

Note 3: Cost of good/services procured (Total Purchases) have been calculated as follows: Total Expenses - Finance Cost - Depreciation and Amortization Expense – Employee Benefits Expense – Other expenses with respect to Foreign Exchange loss / (gains), Rates and taxes, Donation, Commission to directors, Bad debts, Corporate Social Responsibility expenditure, Impairment allowance on financial and contract assets, Commodity derivatives (gains) / loss, + Capital expenditure.

9. **Open ness of business**

   Provide the kind of purchases and sales with trading houses, dealers, and related parties along with loans and advances & investments, with related parties, in the following format:

Parameter		Metrics	FY 2026	FY 2024
Concentration of Purchases	a.	Purchases from trading houses as % of total purchases	8.1	3.4
	b.	Number of trading houses where purchases are made from	365	80
	c.	Purchases from top 10 trading houses as % of total purchases from trading houses	54.7	80
Concentration of Sales	a.	Sales to dealers / distributors as % of total sales	23.2	19.5
	b.	Number of dealers / distributors to whom sales are made	705	542
	c.	Sales of top 10 dealers / distributors as % of total sales to dealers / distributors	25.8	29.5
Share of RPTs in	a.	Purchases (Purchases with related parties / Total Purchases)	44.8	41
	b.	Sales (Sales to related parties / Total Sales)	14.6	16
	c.	Loans & advances (Loans & advances given to related parties / Total loans & advances)	99.9	99
	d.	Investments (Investments in related parties / Total investments made)	100	100

Notes:

1. The Company has disclosed Trading House details under this indicator in line with definition as per the BRSR Industry Standards Note. For FY 2024, in the absence of any definition in the BRSR, the Company had considered

the following: Vendors having a valid Export House Certificate or Trading House Certificate, as the case may be, issued by chief controller of Imports and Exports, Government of India. For the period FY 2026, the Company has revised the assessment on "Trading Houses" classification in accordance with the guidance in the Industry Standards Note for BRSR Core. Hence, the figures are not comparable to last year's figures to that extent.

For, Total purchase refer note given under Principle 1, Question 8 of Essential Indicators.

2. For "Sales to dealers/distributors as % of total sales", "total sales" has been taken as 'Revenue from operations' other than 'Export incentives' as disclosed in Note 34 of Audited Standalone Financial Statements for the year ended March 31, 2026.

3. For the numerator, the following RPT categories from Note 47 of the Audited Standalone Financial Statements have been considered as purchases: 'Purchase of goods', 'Purchase of services', 'License Fees', 'Guarantee Commission charges' and 'Purchase of property, plant and equipment / capital work-in-progress' from related parties. For the denominator, i.e. total purchases refer note given under Principle 1, Question 8 of Essential Indicators.

   For the numerator, the following RPT categories from Note 47 of the audited standalone financial statements have been considered as sales: 'Revenue from sale of goods (net of taxes)', 'Revenue from sale of services', 'Commission income', 'Income from services to related parties' and 'Rental income' from related parties. For the denominator i.e. total sales, 'Revenue from operations' other than 'Export incentives' under Note 34 of the Audited Standalone Financial Statements of the Company has been considered.

   For the numerator, the following RPT categories from Note 47 of the audited standalone financial statements have been considered as loans and advances: 'Loans – Inter-Corporate deposits given'. For the denominator i.e. total loans and advances, 'Loans' as per Notes 9 and 18 of the Audited Standalone Financial Statements of the Company has been considered. For the numerator, the following RPT categories from note 47 of the audited standalone financial statements have been considered as Investments: 'Investment in Subsidiaries / Associate' and 'Investments' under Note 7 of the Audited Standalone Financial Statements of the Company has been considered as Total Investments.

Leadership Indicators

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

Sr. No.	Total number of awareness programmes held	Topics / principles covered under the training	% of value chain partners covered under the awareness programmes
1	12	P1, P2, P3, P4, P5, P6	62% suppliers covered by purchasing volume

The training / awareness programme for Tier-1 suppliers covered the below following topics:

- Fundamentals of Sustainability
- Sustainability in the Supply & Value Chain
- Social & Governance Aspects
- Supplier Code of Conduct: essential elements like Legal Compliances, Human Rights and Labor practices (Security forces, no use of unlawful, physical or mental violence / Grievance Mechanism / protection of whistle blowers or complainants), Environmental and Climate protection, Supply Chain of the Partners etc. The code of conduct is available at the link coc-and-cr-declaration-v5-0.pdf
- Decarbonization
- Energy Efficiency & Solutions
- Circular Economy
- Carbon Accounting
- Life Cycle Assessments & Environmental Product Declaration Basics
- Extended supply chain of the partner

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, in order to avoid/manage conflicts of interest, Siemens obtains a mandatory declaration from the members of its Board. The declaration ensures that the members of the Board are in compliance with the Siemens Business Conduct Guidelines.

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

Siemens Limited delivers safe, reliable, and resource-efficient products and solutions by embedding sustainability and product stewardship across the entire value chain, aligned with Siemens' global Sustainability Target Framework. Adopting a lifecycle approach, the Company systematically assesses and mitigates environmental, health, and safety risks through robust eco-design practices, the Eco-Efficiency @ Siemens program, and adherence to international standards. Circular economy principles are integrated into product development, manufacturing, and service delivery, ensuring regulatory compliance, reduced carbon intensity, and efficient resource use, while the Siemens Eco-Tech Profile enables customers to identify high-performance sustainable solutions. Complementing this, Siemens advances resource efficiency and circularity through optimized material use, reduced plastic consumption, high waste recovery, and full compliance with Extended Producer Responsibility requirements. Initiatives such as take-back programs, reverse logistics, and waste-to-energy further support responsible end-of-life management, delivering cost efficiencies, enhancing resilience to resource risks, and strengthening Siemens India's position as a provider of sustainable, future-ready technologies aligned with evolving customer and regulatory expectations.

Material Topic	Type	Policies	Ambitions	Actions
Resource Efficiency	PI, O, R	Siemens BCG	Improve resource efficiency; expand revenue from sustainable portfolio & resource efficiency	Eco-design, design for durability and repairability, lifecycle assessments, and portfolio benchmarking
Product Stewardship	PI, O, R	Supplier Code of Conduct	Expand sustainable portfolio; strengthen supplier compliance and environmental responsibility	Supplier assessments, lifecycle assessments, eco-design practices
Circular Economy	PI, NI, O, R	Sustainability & Environmental Policy; Circular Economy Guidelines	Reduce lifecycle environmental impact Minimize waste & maximize circularity	Design reviews, reuse/recycling initiatives, lifecycle optimization, and waste reduction programs
Sustainable Supply Chain	PI, IR	Siemens Code of Conduct for Suppliers; Human Rights Policy Statement	Ensure a responsible, transparent, and sustainable supply chain; mitigate risks related to human rights and environment	Risk analysis, supplier audits, corrective action plans, continuous monitoring, and supplier training programs

* Note: PI – Positive Impact; NI – Negative Impact; O – Opportunity; R – Risk

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.**

	FY 2026	FY 2024	Details of improvements in environmental and social impacts
R&D	-	-	R&D for improving environmental and social impacts of product is done by Siemens AG considering the global and local requirements
Capex	-	-	

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

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

a. Yes, Siemens requires all its suppliers to make a firm commitment to Siemens Group Code of Conduct for Suppliers and Third-Party Intermediaries. Siemens has implemented a set of interconnected controlling mechanisms which are customized towards the supplier's risk level or are connected to specific risk categories. The 3 steps are:

Step 1: Risk based approach: Procurement impacts suppliers, communities, and the environment. To promote sustainability, we require all suppliers to adhere to the Siemens Code of Conduct, reflecting our values and compliance with global laws. With procurement representing significant share of Siemens' revenue and suppliers worldwide, ensuring strict compliance with our sustainability standards is complex.

To address this, Siemens globally has adopted a *risk-based approach*:

- Regular Risk Assessments: Systematic evaluation of supplier sustainability risks.
- Expert Insights: Partnering with an external provider to analyze global data on country- and industry-specific risks.

This approach strengthens Siemens' commitment to sustainable procurement. We work closely with our suppliers to support us in carrying out these steps. Where necessary, we work with suppliers in order to remediate risks and perform additional due diligence so that we can continue to source responsibly, building on established management processes.

Step 2: Risk Detection & Assessments: We use the following 4 assessments (desk-top to on-site) for checking our suppliers' sustainability efforts.

i. **Corporate Responsibility Self-Assessments (CRSA):** Siemens employs Corporate Responsibility Self-Assessments (CRSA) to ensure suppliers meet our sustainability standards. CRSA helps:

- Inform suppliers about minimum requirements
- Identify risks and improvement opportunities early in the partnership
- Develop corrective actions where needed

ii. **External Sustainability Audits (ESA):** Siemens conducts External Sustainability Audits (ESA) to verify supplier compliance with the "Code of Conduct for Siemens Suppliers and Third-Party Intermediaries" and evaluate their sustainability performance. In certain situations, the outcome of a CRSA indicates the need for an ESA to address potential sustainability risks.

iii. **Responsible Minerals Sourcing (RMS):** To support the responsible sourcing of minerals in our supply chain, Siemens has developed the Responsible Minerals Sourcing Policy, which is integrated into our purchasing process. Siemens has introduced a uniform, enterprise-wide process to determine the use, source, and origin of relevant minerals in its supply chain, including the "Responsible Minerals Assurance Process" (RMAP) as part of the "Responsible Minerals Initiative." The company collaborates closely with its suppliers to support these efforts. When necessary, Siemens works with suppliers to remediate risks and perform additional due diligence, ensuring responsible sourcing through established management processes.

iv. **Carbon Web Assessment (CWA):** Siemens goes beyond legal requirements by measuring our suppliers' sustainability performance through the "Carbon Reduction @ Suppliers" program. This is assessed via the CWA on the 'supplier+s' platform by 'ctrl+s' GmbH.

The "Carbon Reduction @ Supplier" approach supports our suppliers in setting targets and action plans to reduce their climate footprints. A key process in this approach is the CWA.

Step 3: Consequences of Deviations: If deviations from the Code of Conduct are identified, Siemens works with the supplier to define and implement corrective actions within an agreed timeline. The rectification period varies based on the deviation's type and severity, during which the supplier promptly implements necessary corrective actions. These measures impact the supplier's performance rating, future potential, and approval within the qualification process.

Suppliers must comply with the following:

- Responding promptly to inquiries
- Cooperating with Corporate Responsibility Self-Assessment findings
- Granting auditors access to relevant documents
- Facilitating confidential interviews during audits

For minor breaches, a binding improvement period is established. For significant breaches (e.g., risks to employees), failure to address the issue within the agreed timeframe may lead to termination of the business relationship.

More details are available at https://www.siemens.com/global/en/company/sustainability/sustainablesupplychain.html

b. Siemens Group Code of Conduct for Suppliers and Third-Party Intermediaries is a prerequisite for the suppliers to do business with Siemens. We strive to achieve **100% sustainable sourcing**.

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.

Plastic Waste	Siemens strives to reduce plastic consumption in packaging through packaging optimization and selection of alternate packaging material. To ensure responsible disposal of the plastic consumed, Siemens has engaged plastic waste recyclers authorized by the Central Pollution Control Board (CPCB) for the collection of plastic waste across India. These recyclers process and recycle the waste in an environmentally responsible manner against the quantity targets allocated to Siemens. This also enables Siemens to comply with the Extended Producer Responsibility (EPR) requirements under the Plastic Waste Management Rules. Further, in its commitment to environment protection, Plastic waste that is not suitable for recycling is sent for co-processing to cement manufacturing units, where it is utilized for waste-to-energy recovery.
E-Waste	As a leading global technology company manufacturing electrical and electronic equipment, Siemens products and solutions are subject to e-waste generation at the end of their usable life. To address this responsibility, Siemens has established a structured and compliant mechanism for the collection of end of life Electrical and Electronic Equipment (EEE) products placed in the market across India through authorized e-waste aggregators and registered recyclers. The collected end of life EEE is processed and recycled in an environmentally sound manner, in accordance with applicable e-waste management regulations and Extended Producer Responsibility (EPR) requirements.
Hazardous Waste	Hazardous waste generated at Siemens factories is disposed of in a safe and compliant manner through authorized hazardous waste treatment, management, and disposal facilities, as well as authorized hazardous waste recyclers approved by the respective State Pollution Control Boards (SPCBs). All statutory requirements related to hazardous waste disposal, including maintenance of hazardous waste manifests and submission of hazardous waste annual returns, are duly fulfilled by the respective factories and submitted to the concerned SPCBs.
Other Waste	Non-hazardous solid waste is managed through authorized waste recyclers for recycling. Thermoset plastic waste generated from manufacturing products is diverted to Co-processing at Cement industry. Biomedical waste generated is handed over to authorized biomedical waste treatment and disposal agencies for safe and secure disposal. Food waste generated at major manufacturing locations is treated through on-site composting and Bio-methanation process.

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

Yes. Extended Producer Responsibility (EPR) is applicable for electronic waste, plastic waste and battery waste generated by the Company. The recycling plan is made in line with EPR registration and submitted to Central Pollution control board as required.

Leadership Indicators

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

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No) If yes, provide the web-link
271	Automation products including controllers, PLCs, HMIs, contactors, MCBs, MCCBs, industrial PCs, and transmission & distribution switchgear	12.3	Cradle to Cradle	No	No
271	Automation products including controllers, PLCs, HMIs, contactors, MCBs, MCCBs, industrial PCs, and transmission & distribution switchgear	9.6	Cradle to grave	No	Yes, https://sieportal.siemens.com/en-ww/support Some LCAs will be available on request.

Our Robust Eco-Design program is embedded in our Sustainability Target Framework. The program intends to introduce methods and rules for dematerialization along the entire value chain. Our aim has been to intensify the use of Lifecycle Assessments (LCAs) and Environmental Product Declarations (EPDs), which will allow us to identify environmentally compatible design alternatives that take circularity into account and can be integrated into product specifications. Our ambition is to apply the Robust Eco Design (RED) approach to all relevant products, systems, solutions, and services by 2030. This is associated with our goal to increase the number of LCAs and EPDs available.

Siemens also released the EcoTech label which is an environmental declaration for our products based on product-specific evaluations of sustainability relevant KPIs. The label gives transparency on the performance of our certified products across environmental relevant criteria, enabling our customers to make informed choices to support their sustainability goals.

More details on the Eco-tech labeled products can be found here https://www.siemens.com/global/en/company/sustainability/siemens-ecotech.html

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.**

Name of Product / Service	Description of the risk / concern	Action Taken
Details of findings from the LCA and improvement measures are outlined in the link https://assets.new.siemens.com/siemens/assets/api/uuid:e42cd1a7-aa50-42d2-9447-a2b05d760298/LCA-EPD-Brochure-Layout-EN-2022-03-29.pdf	Details of findings from the LCA and improvement measures are outlined	https://assets.new.siemens.com/siemens/assets/api/uuid:e42cd1a7-aa50-42d2-9447-a2b05d760298/LCA-EPD-Brochure-Layout-EN-2022-03-29.pdf

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2026	FY 2024
Plastic for Product packaging (Recycled LDPE Polymer)	35% (LDPE)	20% (LDPE)

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:**

	FY 2026 (Current Financial Year)			FY 2024 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastic (including packaging)	0	170	254.8	0	500	32
E-waste	0	186	0	0	31	0
Hazardous waste	0	0	0	0	0	0
Battery	0	0.8	0	0	0	0

Note: The values for Plastic, Battery and E-waste are derived from EPR targets for Apr 2025 - Mar 2026 (Indian FY). The split of 6 months (Oct 24 - Mar 25) is not an accurate representation since the targets are provided by CPCB is on yearly basis and thus not reported.

This will align once both of our report follows Indian FY from next year.

Note: The reported value in previous year is for period Apr 2023 - Mar 2024 while reporting it in BRSR for FY 2024.

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Plastic for packaging	40
Batteries	100
Electrical and Electronic Equipment	70

Products and packaging materials reclaimed calculated based on the weight of these materials reclaimed as a percentage of the weight placed in the market against each category in line with the Extended Producer Responsibility (EPR).

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

Siemens Limited is committed to upholding the well-being, safety, dignity, and employability of its employees and contract workforce, aligned with the Sustainability Target Framework focus on People, Equality, Employability, and Governance. Recognizing human capital as a key driver of long-term performance, the Company fosters a diverse, equitable, and inclusive workplace supported by fair employment practices, merit-based growth, and equal opportunity. A strong Zero Harm culture is embedded through certified occupational health and safety systems, rigorous risk assessments, mandatory training, and robust incident management, ensuring safe operations in high-risk environments. Holistic well-being is further supported through initiatives such as the "We Care" program, promoting physical, mental, and emotional health. Siemens also invests in continuous learning, upskilling, and reskilling to build a future-ready workforce, while extending responsible labour practices across its value chain through its Business Conduct Guidelines and Supplier Code of Conduct. Collectively, these efforts enhance workforce resilience, reduce operational and compliance risks, strengthen employee engagement, and reinforce Siemens India's position as a responsible and inclusive employer contributing to sustainable economic growth.

Material Topic	Type	Policies	Ambitions
Human Capital Management	PI, O, R	Diversity, Equity & Inclusion Policy Anti-Discrimination & Equal Opportunity Policy Human Rights & Fair Employment Policy	Annual training coverage for employees Improve workforce representation (aligned with DEI goals) Compliance with labour laws Maintain high employee engagement Timely closure of grievances
Workforce Health, Safety and Wellbeing	PI, NI, R	Grievance Redressal Policy Environment, Health & Safety (EHS) Policy Occupational Health & Safety Management System (fully relevant)	Zero fatalities Continuous reduction in LTIFR
Governance, Ethics and Compliance	PI, NI, R	Siemens BCG (core and correct),	Strong ethical culture & compliance Zero tolerance for violations (standard expectation)
Sustainable Supply Chain	PI, R	Siemens Code of Conduct for Suppliers, Human Rights Policy Statement	Ensure responsible and compliant supply chain

***Note**: PI – Positive Impact; NI – Negative Impact; O – Opportunity; R – Risk

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B / A)	No. (C)	% (C / A)	No. (D)	% (D / A)	No. (E)	% (E / A)	No. (F)	% (F / A)
I. Permanent Employees											
Male	4,014	4,014	100	4,014	100	-	0	4,014	100	2,567	64
Female	955	955	100	955	100	955	100	-	0	755	79.1
Total	**4,969**	**4,969**	**100**	**4,969**	**100**	**955**	**19.2**	**4,014**	**80.8**	**3,322**	**66.9**

II. Other than Permanent Employees											
Male	1,872	1,850	98.8	1,850	99	-	0	1,872	100	204	10.9
Female	71	71	100	71	100	71	100	-	0	8	11.3
Total	**1,943**	**1,921**	**99**	**1,921**	**99**	**71**	**3.7**	**1,872**	**96.3**	**212**	**10.9**

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities*	
		No. (B)	% (B / A)	No. (C)	% (C / A)	No. (D)	% (D / A)	No. (E)	% (E / A)	No. (F)	% (F / A)
I. Permanent Workers											
Male	1,024	1,024	100	1,024	100	-	0	1,024	100	717	70
Female	86	86	100	86	100	86	100	-	0	75	87.2
Total	**1,110**	**1,110**	**100**	**1,110**	**100**	**86**	**8**	**1,024**	**92**	**792**	**71.4**
II. Other than Permanent Workers											
Male	36	36	100	36	100	-	0	36	100	-	0
Female	-	-	0	-	0	-	0	-	0	-	0
Total	**36**	**36**	**100**	**36**	**100**	**-**	**0**	**36**	**100**	**-**	**0**

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

	FY 2026	FY 2024
Cost incurred on well-being measures as a % of total revenue of the company	0.2	0.1

Notes:

1. For the purpose of calculating the spending on measures towards well-being of employees and workers, the Company has considered the expense incurred towards employees/workers Health Insurance, Accidental Insurance, Life Insurance, Parental Leaves and Creche Facilities, net of any recoveries made from the respective employees/workers.

2. For calculation of the percentage, 'Revenue from operations' other than 'Export incentives have been considered as revenue as per Note no. 34 of Audited Standalone Financial Statements. For maternity and paternity benefits, the per day salary is calculated basis the actual monthly salary of the employees. Variable pay component as per CTC was also added while calculating the benefit as per Industry Standards Note definition for FY 2026. For FY 2024, variable pay was not considered as Industry Standards Note change of definition took place after closure of FY 2024. Additionally, in FY 2024, salary drawn at year-end was considered for calculation of benefit as opposed to actual monthly salary considered for FY 2026.

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

Benefits	FY 2026			FY 2024		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Not Applicable	100%	100%	Not Applicable
ESI	3.3%	8.3%	Yes	0.4%	12.6%	Yes

Note: The groups covered in the Employees are a. Permanent employees, b. Direct Contract and c. Field Glass

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, Siemens has the necessary infrastructure in place to make the workplaces accessible to differently abled employees and workers. Such infrastructural arrangements include without limitation, easily accessible sites and building entrances, easily operated doors, push/lever type wash basin fixtures, sufficient illuminated wide corridors and requisite signages.

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. The Siemens Business Conduct Guidelines document declares the equal opportunity policy under the principle of 'Respect'. Siemens also undertakes the responsibility of 'working conditions' for its employees and workers. The principles of equal opportunity and equal treatment are guaranteed without regard to any disability. The Siemens Business Conduct Guidelines is available at https://new.siemens.com/in/en/Company/investor-relations/business-ethics.html, https://static.sw.cdn.siemens.com/siemens-disw-assets/public/56e6MS3HDJisNIxYRKsBCC/en-GB/sag-bcg-en.pdf

Siemens strives to ensure equity for people with disabilities, their inclusion in society and the workplace, their self-determined participation, and their right to be treated with respect. At Siemens, we believe that each person is of value and importance, regardless of their ability. And while we aim for a barrier-free work environment at Siemens, inclusion means more than just accessibility. It is a holistic way of thinking and acting that eliminates both visible and invisible barriers and encourages a culture of conscious, equitable participation and understanding. We believe that this way of thinking supports and enables people with disabilities to be included and to give their best.

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

	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	87%	100%	0
Female	100%	91.7%	100%	0
Total	**100%**	**87.7%**	**100%**	**0**

Note: Since no worker has availed the parental leave in FY 24, retention rate for FY 26 of workers mentioned as "Not Applicable".

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers **Other than Permanent Workers** **Permanent Employees** **Other than Permanent Employees**	The Company has a grievance redressal mechanism in line with the statutory framework under Industrial Disputes Act, 1947 for grievance redressal mechanism for the permanent workers whereas workers or their representatives can raise their grievances in areas like wages, discrimination, child labour, human rights related issues etc. In addition to this, "Tell Us" Hotline and the Ombudsperson are channels for reporting and seeking redressal for violations of Siemens Business Conduct Guidelines including Human Rights for all stakeholders. The same principles and channels of grievance reporting and redressal are also available for third parties. Siemens Permanent employees and Other than Permanent employees can report the grievances through following channels: 1. Line Managers 2. Chief Compliance Officer 3. Compliance and Legal department 4. Responsible People and Organization (Human Resources) manager 5. "Tell Us" Hotline 6. Siemens Ombudsperson 7. Employee representatives Any employee grievances can be reported as per the mechanism available under BCG guidelines. Information on possible violations of BCG guidelines can be provided confidentially and anonymously. Appropriate action is taken in accordance with the formal company-wide process to address the grievances.

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

Category	FY 2026			FY 2024		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	**4,969**	**0**	**0**	**8,003**	**0**	**0**
Male	4,014	0	0	6,781	0	0
Female	955	0	0	1,222	0	0
Total Permanent Workers	**1,110**	**942**	**84.8**	**1,431**	**1,402**	**98**
Male	1,024	911	88.9	1,370	1,354	99
Female	86	31	36.04	61	48	79

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

Category	FY 2026					FY 2024				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	5,886	5,209	88.4	5,886	100	7,172	2,636	37	7,172	100
Female	1,026	824	80	1,026	100	1,245	358	29	1,245	100
Total	**6,912**	**6,033**	**87.28**	**6,912**	**100**	**8,417**	**2,994**	**36**	**8,417**	**100**
Workers										
Male	1,060	848	80	1,060	100	1,370	999	73	1,151	84
Female	86	76	88	86	100	61	42	69	61	100
Total	**1,146**	**924**	**80.63**	**1,146**	**100**	**1,431**	**1,041**	**73**	**1,212**	**85**

Note: The groups covered in the Employees are a. Permanent employees, b. Direct Contract and c. Field Glass

- Skill Building Trainings are available to employees on the Siemens MyLearning World platform, which is accessible 24x7 and training can be self-paced. Blending the power of strong content, expert communities and AI enabled technologies, we personalise the learning experience of our learners.
- Siemens Global Skill centre for Occupational Safety (SITRUST) conducts virtual and in-person trainings related to Electrical Safety, Occupational Safety and Manufacturing Safety at Siemens factories and project sites. The EHS Health Management team conducts awareness sessions and webinars on Physical well being and Mental well being.
- Digital learning labs: While the white-collar employees have access to digital learning through My Learning World, we have now enabled digi-access for factory workforce by setting up learning labs across factories. This is a key milestone to empower factory workforce with skills across key locations. 100% digital learning completion rate for the factory workforce has been achieved.
- The Company has introduced capability building initiatives for blue collar workforce eg. Siemens Mobility training center, initiatives of Industry 4.0, and structured apprenticeship program at all factories.

9. **Details of performance and career development reviews of employees and workers:**

Category	FY 2026			FY 2024		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	5,886	5,886	100	7,172	7,172	100
Female	1,026	1,026	100	1,245	1,245	100
Total	**6,912**	**6,912**	**100**	**8,417**	**8,417**	**100**
Workers						
Male	1,060	1,060	100	1,370	1,370	100
Female	86	86	100	61	61	100
Total	**1,146**	**1,146**	**100**	**1,431**	**1,431**	**100**

Note: The groups covered in the Employees are a. Permanent employees, b. Direct Contract and c. Field Glass

10. **Health and safety management system:**

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

Yes, Siemens has an established occupational health and safety management system across all its businesses.

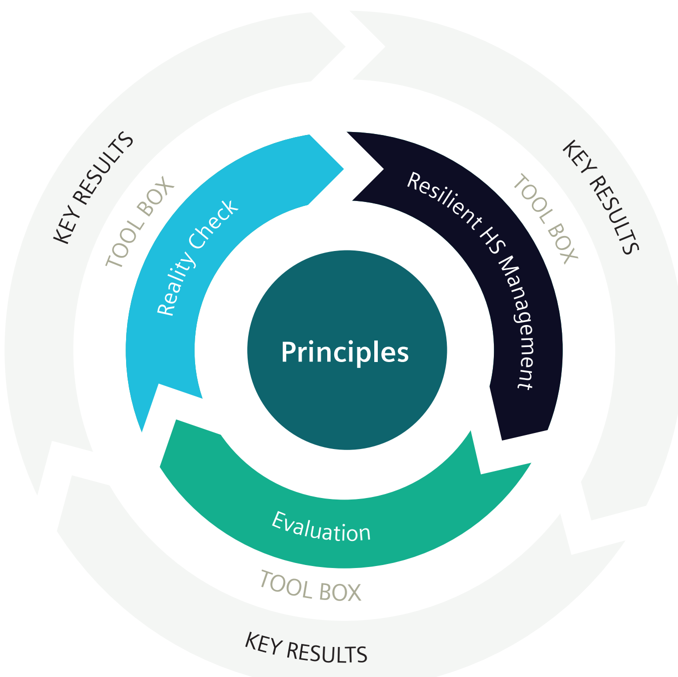
Maintaining high standards in environmental protection, promoting the health of the employees, and ensuring a safe working environment are the prerequisites for sustainable business success and thus important company goals.

A key milestone in this journey is the Healthy and Safe@ Siemens (HS@S) program. The scope of this program includes organizational resilience, addressing not only physical health and safety but also giving greater emphasis to mental health and psychological safety. The objective is to enhance overall well-being, strengthen resilience, and support employees in navigating change.

All manufacturing units of Siemens Limited are ISO 45001 certified. Additionally, all major project sites of businesses are also covered under ISO 45001 standard.

- We care for our own and each other's well-being.
- We speak up and take part in making the workplace healthier and safer.
- We are inclusive and invite a diverse range of views on health and safety.
- We are engaged in learning and sharing how we can work better, safer, and healthier.
- We prepare for and adapt well to changing circumstances.

The principles guide the process of HS@S in three steps: reality check, resilient health and safety management, and evaluation.



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

As part of ISO standard implementation, Hazard Identification and Risk Assessment (HIRA) procedures have been established across all business units. HIRA covers both routine and non-routine activities, with hazards identified jointly by operations, EHS personnel, and contractors, where applicable. All hazards are documented and controlled in accordance with the hierarchy of controls.

Corrective and Preventive Action (CAPA) tracker initiative continues to proactively identify and manage EHS risks associated with high-risk activities through cross-functional teams, with focus on implementing engineering controls for effective risk mitigation. Progress and outcomes from the CAPA tracker are reviewed monthly with Business Management.

The operational-related risks and the risks arising out of changes in working environment are taken up in Enterprise Risk Management and appropriate control measures are defined and monitored to ensure that risks are mitigated and / or at acceptable level.

Demonstrating leadership commitment, Business leaders have taken safety walk-downs at project sites and factories assess key EHS risks and instill the importance of health and safety at workplace. Safety committee members, involving officers and workers, have taken regular walk down of the factory and hazards are observed and discussed for appropriate control measures.

Structured, comprehensive, digitized, annual EHS risk assessment is conducted by EHS experts at all the factories and >200 project sites. Risks are identified and solutions are implemented to make the workplace safe.

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

Yes, Siemens has established a robust system of reporting Unsafe Acts and Unsafe Conditions (UAUC), near misses and incident reporting. Workers are encouraged to report UAUC, near miss and incidents and to immediately remove themselves from such risks. UAUC are recorded in an EHS dashboard from project sites, factories and office locations. These are analysed as per Safety Essentials categories. Corrective and preventive actions are initiated to mitigate safety risks.

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

Yes, Employees and workers of Siemens have access to non-occupational medical and healthcare services.

Preventive Health Check (PHC), and rehabilitation, Wellness programs are offered as part of non-occupational medical and healthcare services. Psychosocial Well being programs are driven through an Employee Assistance Partner (EAP). Siemens is committed to the well being of its employees. Some of the well-being measures are listed below:

- Our commitment to a holistic approach to employee wellness is embodied in our 'We Care' initiative. This is a comprehensive framework that promotes physical and mental well being, addresses challenges, promotes active discussions and offers resources for employees.
- Siemens is committed to providing comprehensive and competitive benefits package to all its employees. This includes Health Benefits (Mediclaim coverage), which includes employee, their spouse, dependent children and Parents (on cost basis). Risk Benefits (Group Term Life Insurance, Group Term Personal Accident Insurance and Business Travel Accident Insurance, Medical Scheme).
- Group Term Life insurance cover is two (2) years with Target Pay or ₹ 10 Lakhs whichever is higher
- Group Personal Accident - accidental insurance cover up to ₹ 40 Lacs or two years target pay, whichever is higher
- Health insurance with a critical illness over and above base policy. For blue collar workforce, critical illness coverage goes up to 200% of base coverage.
- Our robust health and well being program is a collaborative effort involving key business stakeholders, anchored by People and Organization, Health Management, and Environment, Health and Safety teams.
- Employees undergo preventive health check and regular physical health screening.
- We offer an employee assistance program (EAP) through an external partner for employees and their families (100% coverage) and have dedicated counsellors on site. The EAP program offers assistance and counselling on topics of health, finance, grief, legal, and work life areas.
- Through the Reach Out Program, Siemens doctors and paramedics are visiting remote project sites to promote health, educate, treat, and advise site personnel. We ensure health and safety at all project and customer sites.
- We promote fitness through initiatives such as Stephon, Walkathon, yoga sessions and other fitness events and well being sessions.

- First Responders Training promotes a buddy support system to avoid mental stress and burnout. We also have regular communications, webinars, training sessions on medical know-how and health-related topics. We also provide Cognitive Behavioral Therapy training sessions, which are open to employees and their families, to help cope with stress and build resilience. Our learning management system My Learning World also has curated content on topics of health, safety, and well being.
- Through Tranquil app, employees and their families can access guided and unguided mindfulness tracks and learnings.
- Through Practo app, employees and their families can access free medical advice from 23 specialties, 24x7

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

Safety Incident/Number	Category	FY 2026	FY 2024
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.03	0.05
	Workers	0.03	0.14
Total recordable work-related injuries	Employees	8	6
	Workers	10	9
No. of fatalities	Employees	1	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

Notes:

1. The count of employees considered for the above disclosure comprises Permanent Employees and Other than Permanent Employees. The count of Workers comprises Permanent Workers, Other than Permanent Workers and contractor workforce.
2. As per the Company policy, a person injured in a work-related accident that results in one or more days away from work, excluding the day the accident occurred, irrespective of whether or not this day away is a scheduled working day for the injured person, based on a medical note / certification issued by a physician, other licensed health care professional is considered as Lost Time Injury.
3. The BRSR Core requires disclosure of "Number of Permanent Disabilities", however, it does not include the definition of 'Permanent Disabilities'. The Company in the absence of any other guidance, has considered High Consequence Work-related injury or ill health, which results in an injury from which the employee / worker cannot or is not expected to recover fully to the previous health status, this does not include fatalities.

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

Siemens manages requirements in the EHS area systematically and sustainably. It also continuously enhances its performance in this area. Siemens prioritizes ensuring the physical and mental health, safety and well-being of our employees and temporary workers. Our engagement with contractors begins and continues solely upon reaching mutual agreement and adherence to EHS commitments. Every individual has the right to work in an environment that is devoid of hazards and risks that could potentially harm their health and safety. We strive to foster a culture where everyone participates and takes responsibility for creating safe and healthy working conditions for everyone.

Multiple initiatives have been implemented to mitigate safety risks and enhance people well being; some are enumerated here:

- A Corrective and Preventive Action (CAPA) Tracker initiative implemented since 5 years proactively identifies EHS aspects in high-risk activities through cross-functional teams and implements engineering controls for risk mitigation. As of March 2026, 11 cycles of CAPA have been completed covering ~2,000 activities.
- Considering the dynamic business scenario, legal boundaries and Siemens AG guidelines, Siemens Limited follows an agile, futuristic EHS strategic roadmap with company specific objectives and targets. These are aligned with business stakeholders and management for effective implementation.
- A robust contractor management system continues to be in force which ensures promotion of an optimized pool of EHS compliant contractors in all activities across businesses. The process fosters deployment of high EHS performing contractors after assessment, stringent control while mobilizing and safe execution of project scope. Continuous engagement for mutual success is the key. Over 3 years, nearly 20% of the contractors have been optimized as of March 31, 2026.

- Fortnightly sessions on "Learning by Sharing" are conducted within EHS community, wherein all significant incidents and near misses are shared with analysis & actions. Objective is to share the incident within businesses to enable horizontal implementation of the lessons learnt as a proactive measure to make the workplace safer. Until March 31, 2026, in 5 years,110 sessions were conducted covering 543 incidents.
- Apart from local / self EHS risk assessments, Annual risk assessments by EHS qualified experts are conducted to identify and mitigate EHS risks. Additionally, external audits from ISO certification bodies and Director of Industrial Safety & Health (DISH) approved auditors as per IS 14489 are conducted – observations are rectified to make the workplace safe.
- To increase EHS oversight, for service business, where service engineers / technicians visit customer locations to attend or resolve any defects / faults - a digital App is implemented in which through remote monitoring and guidance, any safety risks are mitigated before start of job.
- Other IT tools and applications digitalization are being extensively used to have better EHS oversight and monitoring like digital Permit to Work app, the Sankalp app for track work safety in mobility business etc.
- EHS campaigns are driven from Siemens AG and Siemens Limited level on key focus topics at regular intervals to increase awareness and compliance of key topics. Businesses adopt and drive these campaigns in a structured manner. Example: Hamari Suraksha, Hamara Sankalp at Siemens Limited, while at the business level it is adopted yes care etc.

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

Category	FY 2026			FY 2024		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0		0	0	
Health & Safety	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)
Working Conditions	100% of plants assessed
Health & Safety	

Some of the measures that Siemens has adopted to provide a favrable working conditions are as follows:

- A mobile working policy (2-3 days in office) based on output, employees can decide on how and where they work, in alignment with their role requirements and their manager.
- Operate with high level of trust and offer unlimited sick leave and also do not have formal attendance monitoring.
- Listening to employees consistently through half-yearly Siemens Global Engagement Survey. This survey is open for all employees across the organization and serves as important forum for employees to voice their opinions.
- Foster employee communities and resource groups so that employees can connect, share experiences, and support each other, enhancing their sense of belonging and well being. All new hires are paired with a buddy as part of the new hire assimilation program to help them successfully integrate at Siemens.
- Foster a diverse, equitable, and inclusive organization through sensitization programs, inclusive policies and practices across the organization. We have focused on hiring women talent on shopfloor in our factories.
- The organization sponsors a picnic for blue collar employees once a year to enable team bonding.
- All employees (white collar and blue collar) can participate in the Siemens AG share matching program.

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:

- Meaningful corrective actions are possible only through good quality of incident investigations. To enable a thorough understanding, generate valuable recommendations, and identify opportunities for continuous improvement, Siemens AG has a "Serious Incidents and Fatalities (SIF)" framework to investigate serious or potential SIF (pSIF) cases which is also implemented and followed in India by applying Human & Organization Performance (HOP) principles. HOP concept assumes that mistakes will happen and emphasizes learning and resilience over blame and punishment fostering a culture of continual learning and improvement.
- All the incidents have been analyzed through HOP lens by skilled facilitators; corrective and preventive actions (CAPA) have been identified and implemented horizontally across businesses.
- As a proactive measure, 3 cycles of CAPA tracker have been successfully completed in the period of Oct' 24 to Mar' 26, covering 265 activities with an objective to make the workplace safer.
- Arising out of the serious incidents during the period, process improvements to isolate high-risk testing operations, improving effectiveness of supervision for high-risk activities have been implemented in the factories.
- Additionally, awareness, training and competency of the people have been enhanced.

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, Siemens Limited has Life Insurance scheme for all its permanent employees and workers.

In addition, financial assistance through contribution is available under the "Siemens Sahayta Scheme". This scheme is applicable to permanent employees and workers. Under this scheme, each employee contributes on the demise of a fellow employee. The Company matches the joint contribution amount.

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

Upstream Value Chain Partners: Under the External Sustainability Audit (ESA) conducted at suppliers' site/ factory, the auditor checks whether the Provident Fund (PF) is deducted & is deposited under employee name in Employees' Provident Fund Organisation (EPFO) portal and whether the Employees' State Insurance (ESIC) scheme is being followed or not. Gratuity is applicable if the employee has completed 5 years & above in the organization.

Downstream Value Chain partners: Key downstream counterparts are assessed on multiple ESG parameters including labour compliance through an ESG Risk due diligence tool before entering business contracts with them.

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

	Total no. of affected employees/ workers		No. of employees/ workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2026	FY 2024	FY 2026	FY 2024
Employees	1	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)**

Yes, in-house Transition Assistance programs like 'Siemens Nivrtti' are available to Employees aged 55 and above. These include sessions on health, financial wellness, social security, holistic wellness, etc. Employees are also offered a personalised retirement planning service to help manage finances at the end of their careers.

Services like the Employee Assistance Program which are available to all employees play an important role in helping employees address psychosocial and personal concerns through individual counselling.

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

ESG assessment of Upstream partners: Siemens uses the following 4 assessments (desk-top to on-site) for evaluating the suppliers' sustainability efforts.

i. **Corporate Responsibility Self-Assessments (CRSA)**: Siemens employs Corporate Responsibility Self-Assessments (CRSA) to ensure suppliers meet our sustainability standards. CRSA helps:

- Inform suppliers about minimum requirements
- Identify risks and improvement opportunities early in the partnership
- Develop corrective actions where needed

ii. **External Sustainability Audits (ESA)**: Siemens conducts External Sustainability Audits (ESA) to verify supplier compliance with the "Code of Conduct for Siemens Suppliers and Third-Party Intermediaries" and evaluate their sustainability performance. In certain situations, the outcome of a CRSA indicates the need for an ESA to address potential sustainability risks.

iii. **Responsible Minerals Sourcing (RMS):** To support the responsible sourcing of minerals in our supply chain, Siemens has developed the Responsible Minerals Sourcing Policy, which is integrated into our purchasing process. Siemens has introduced a uniform, enterprise-wide process to determine the use, source, and origin of relevant minerals in its supply chain, including the "Responsible Minerals Assurance Process" (RMAP) as part of the "Responsible Minerals Initiative." The company collaborates closely with its suppliers to support these efforts. When necessary, Siemens works with suppliers to remediate risks and perform additional due diligence, ensuring responsible sourcing through established management processes.

iv. **Carbon Web Assessment (CWA):** Siemens goes beyond legal requirements by measuring our suppliers' sustainability performance through the "Carbon Reduction @ Suppliers" program. This is assessed via the CWA on the supplier+s platform by 'ctrl+s' GmbH. The "Carbon Reduction @ Supplier" approach supports our suppliers in setting targets and action plans to reduce their climate footprints. A key process in this approach is the CWA.

ESG risk assessment of downstream activities: Under the ESG Risk Framework adopted by Siemens in October 2020, the Company undertakes ESG risk assessment of opportunities that fall above a threshold as defined by individual businesses. Opportunities that fall in the criteria are assessed using the ESG Due Diligence tool. The opportunities' risk assessment includes downstream counterparts assessment. The tool provides for mitigation measures that the Company is required to undertake before entering into a formal contract with the counterpart.

	% of value chain partners (by value of business done with such partners) that were assessed
Health and Safety Practices	Upstream suppliers
Working conditions	CRSA 94%
	ESA 26%
	Downstream
	28.7% order intake assessed

*During the reporting period, 26% of third-party suppliers under PVO were assessed through External Sustainability Audits (ESA) covering legal compliance, human rights, environmental, and working conditions. A total of 207 audits were conducted in the last 18 months, with over 500 audits completed during FY23–FY26.

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:**

Improvement measures agreed-upon with suppliers relate either to actual deviations from the Siemens Group Code of Conduct for Suppliers or to structural improvements in management systems and the lack of specific processes and guidelines implemented by the supplier.

For monitoring purposes, audits can be repeated or follow-up audits can be performed by external audit service providers. It is also possible for the responsible purchasing departments at Siemens to agree on a series of improvement measures with the supplier. During this process, the Company remains committed to partnerships with suppliers and helps them to improve. However, if the problems continue or a supplier does not show a willingness to take necessary remedial action, the Company may choose to phase out that supplier.

Corrective actions taken to address significant risks / concerns arising from assessments include:

Health and safety related

1. Prioritize obtaining all necessary building and fire safety permits
2. Installation of fire-fighting equipment
3. Obstacle-free exits, PPEs provided and safety guards installed at required areas
4. Implemented secondary containment, conducted mock drills, and added exits

Working conditions related

1. Guarantee wage compliance and timeline
2. Maintenance of payroll and time records for all workers, ensuring wage and working hour compliance
3. Controlling overtime within legal limits, paying premium rates, providing weekly rest days
4. Extending social benefits and leave with wages to eligible workers
5. Prompt pay slip issuance, ensuring timely payments
6. Improve record keeping

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

Siemens Limited proactively engages with a diverse set of stakeholders including employees, customers, suppliers, business partners, and communities to understand expectations, manage material risks, and strengthen its social license to operate. Guided by the Siemens Sustainability Target Framework, stakeholder insights are systematically integrated into business strategy, risk management, and decision-making processes. Structured consultations, formal grievance mechanisms, and transparent communication channels enable the Company to anticipate concerns, mitigate operational and reputational risks, and drive responsible conduct across its value chain. Through continuous and collaborative engagement, Siemens addresses key priorities such as decarbonization, circularity, supply chain resilience, and responsible digitalization, fostering trust-based partnerships and long-term value creation while ensuring responsiveness to evolving social, environmental, and regulatory expectations.

Material Topices	Type	Policies	Ambitions	Actions
Community Welfare	PI, O, R	Stakeholder Engagement Framework CSR Policy	Maintain high engagement levels	Surveys, feedback platforms
Governance, Ethics & Compliance	PI, O, R	Siemens BCG	Regular engagement across key stakeholder groups Timely and accurate disclosures Transparent interactions Early identification of stakeholder risks	Structured dialogues, surveys, consultations including with regulatory authorities ESG reporting, investor briefings Stakeholder mapping, issue tracking

* **Note:** PI – Positive Impact; NI – Negative Impact; O – Opportunity; R – Risk

Essential Indicators

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

   Stakeholder groups are identified based on the nature of their engagement with the entity. Any individual or group of individuals or institution that adds value to the business chain of the Company is identified as a core stakeholder. This inter alia includes employees, shareholders and investors, customers, channel partners and key partners, regulators, lenders, research analysts, communities and non-governmental organizations, suppliers amongst others.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half-yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	1) Email - Siemens India Monthly Update and Siemens employee newsletter (Siemens Sansar)- sent to all employees 2) Notice Boards in factories 3) Company Intranet and Website 4) Regular updates are put up on our internal Siemens social media group 5) Townhalls and virtual meetings	1) Employee satisfaction survey- Taken half yearly through survey tool and for workers, it is a paper survey 2) Emails are sent to employees monthly 3) Business specific monthly/ quarterly townhalls 4) Annual meeting	1) Information about Company's business growth plans and business performance 2) Top-down communication about important changes, policies, wellbeing initiatives 3) Platform for gathering informal feedback 4) Workplace diversity is encouraged through various diversity, equity and inclusion initiatives.
Shareholders	No	Email, Newspaper, Notice board, Website	Quarterly and need based	Shareholder related communication
Investors	No	Conference calls, virtual meetings	Half-yearly plus as and when requested by investors	To understand the Company's results, major events and future direction
Analyst	No	Email, conference calls, virtual meetings	Half-yearly and as requested by analysts	To understand the Company's results, major events and future direction
Customers / Service partners	No	Email, Website, Webinars, Newsletter, Siemens channel partners, Fairs and Tradeshows	As and when required	Information on Business offerings; service calls
NGOs & Communities	Yes	Meetings and Annual Reports	Quarterly/ periodic review meetings based on the characteristics of each CSR projects	To develop the CSR project along with the community, according to the needs of the community
Suppliers	No	Email, conference calls, virtual meetings	Need basis for any centrally driven topic	To understand the new market trends and educating the suppliers

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 stakeholders as mentioned in essential indicator 2 in this principle are systematically engaged by various functions of the Company. The Board of Directors / Committee thereof takes feedback of the status of various functions and provide directions for improving processes / practices wherever applicable. The Company also regularly consults its internal and external stakeholders to identify and manage environmental and social topics.

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.**

   Response to leadership indicator 1 & 2: The stakeholders as mentioned in essential indicator 2 in this principle are systematically engaged by various functions of the Company. The Board of Directors / Committee thereof takes feedback of the status of various functions and provide directions for improving processes / practices wherever applicable. The Company also regularly consults its internal and external stakeholders to identify and manage environmental and social topics.

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

   Siemens is driven by one idea: to improve the lives of people through its technology. Siemens is committed to improve quality of life and create lasting value for society and thereby contribute to a liveable sustainable future. Based on the UN Sustainable Development Goals and the Company's core competencies, Siemens in India has defined 3 strategic focus areas for its Corporate Social Responsibility: Education, Social and Environment. Broadly, these initiatives include creating sustainable communities through use of simple and inclusive technologies, developing innovative solutions that help sustain the environment and improve quality of life. Furthermore, fostering India's youth by making them industry-ready while also making technology and knowledge accessible to a wide number of people. Siemens has been transforming communities across India through Corporate Citizenship initiatives. Communities now have access to power, clean drinking water, healthcare, quality education and livelihood. For more details, please refer Annual CSR report (Annexure VI of the Annual Report).

Principle 5: **Businesses should respect and promote human rights**

Siemens Limited recognizes respect for human rights as a fundamental pillar of responsible business conduct and sustainable value creation, aligned with the Siemens Sustainability Target Framework. The Company embeds internationally recognized principles, including the UN Guiding Principles on Business and Human Rights, UN Global Compact, and relevant ILO standards, across its operations and value chain. Through robust due diligence, supplier audits, and governance mechanisms, Siemens mitigates risks related to labour practices, safety, and ethical sourcing within complex, multi-tier networks. Prevention and accountability are reinforced through regular training, strict adherence to Business Conduct Guidelines and the Supplier Code of Conduct, and accessible, retaliation-free grievance mechanisms such as the Tell Us helpline and Ombudsperson. These measures strengthen oversight in high-risk areas, enhance workforce well-being, improve supply chain resilience, and reinforce Siemens Limited's reputation as a trusted, ESG-aligned partner while ensuring compliance and responsible growth.

Material Topic	Type	Policies	Ambitions	Actions
Human rights (Own Workforce & Value Chain)	PI, O, R	Human Rights Policy; Fair Employment & Labour Standards Policy; Equal Opportunity & Anti-Discrimination Policy; Grievance & Speak-Up Mechanisms	Zero tolerance for human rights violations; timely resolution of grievances	Communication and awareness programs; employee training; governance oversight; grievance handling and investigations
Sustainable Supply Chain	PI	Supplier Code of Conduct; Responsible Procurement Policy; Supplier Risk Assessment Framework; Compliance Management System	Timely identification of risks; full compliance with labour laws; effective corrective action implementation	Supplier risk assessments; supplier screening and audits; corrective action & remediation; independent investigations; "Tell Us" hotline

*** Note:** PI – Positive Impact; NI – Negative Impact; O – Opportunity; R – Risk

Essential Indicators

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

Category	FY 2026			FY 2024		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
			Employees			
Permanent	4,969	4,969	100	8,003	8,003	100
Other than permanent	1,943	1,943	100	2,274	414	18
Total	**6,912**	**6,912**	**100**	**10,277**	**8,417**	**81.9**
			Workers			
Permanent	1,110	1,110	100	1,431	862	60.24
Other than permanent	36	36	100	0	0	0
Total	**1,146**	**1,146**	**100**	**1431**	**862**	**60.24**

All permanent employees, direct contract and permanent workers are required to mandatorily undergo a training on BCG, that includes human rights, once every three years.

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

Category	FY 2024				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)
		Employees			
Permanent	**4,969**	**0**	**0**	**4,969**	**100**
Male	4,014	0	0	4,014	100
Female	955	0	0	955	100
Other than permanent	**1,943**	**207**	**10.65**	**1,736**	**89.34**
Male	1,872	206	11	1,666	88.99
Female	71	1	1.40	70	98.59
		Workers			
Permanent	**1,110**	**0**	**0**	**1,110**	**100**
Male	1,024	0	0	1,024	100
Female	86	0	0	86	100
Other than permanent	**36**	**0**	**0**	**36**	**100**
Male	36	0	0	36	100
Female	0	0	0	0	0

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

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors*	8	*	1	*
Key Managerial Personnel**	3	107,206,000	0	0
Employees other than BoD and KMP	4,236	2,855,000	961	1,758,000
Workers	1,060	982,000	86	468,000

Note: The groups covered in the Employees are a. Permanent employees and b. Direct Contract

* The Independent Directors / Non-executive Directors of the Company are entitled for sitting fees and commission as per the statutory provisions and within the limit approved by the Members. Mr. Matthias Rebellius, Mr. Tim Holt and Dr. Juergen Wagner, Non-executive Directors of the Company have opted not to accept any sitting fees and commission. The details of remuneration of Non-executive Directors are provided in the Corporate Governance Report. The ratio of remuneration of Non-executive Directors is therefore not considered for the above purpose. Board of Directors includes the Managing Director and Executive Director, who also form part of the KMPs and their respective remunerations are considered under KMPs for ease of comparison.

** Key Managerial Personnel (KMPs) consists of Managing Director and CEO, Executive Director and CFO and Company Secretary.

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

	FY 2026	FY 2024
Gross wages paid to females as % of total wages	11.6	10

Note: For the purpose of calculation of gross wages paid to females and total wages, the actual payouts made to

i) the permanent employees and workers as per payroll register and,

ii) For FY 2026, the employees on direct contract and third-party workforce have also been considered

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 Sustainability Manager is responsible for addressing human rights impacts or issues caused or contributed to by the business.

Siemens applies a value chain approach to address negative environmental and social impact created out of the business operations. For each element in the value chain there are processes and people responsible to evaluate any environmental or social impact caused or contributed to by the business and mitigate them effectively. Being committed to UN Guiding Principles on Business and Human Rights, the Company continuously evaluates its business operations for any negative impacts 'caused by' the Company or 'contributed to' by the action of a third party engaged by the Company. The Sustainability Manager centrally maintains oversight for such impacts occurring across the value chain and ensures that all the processes are in place and the impacts if any are systematically mitigated.

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

Human Rights are our core element for responsible business conduct and value chain hence, compliance with the human rights laws and regulations is essential. Siemens being participant of the United Nations Global Compact it expects its employees, suppliers and business partners to act in accordance with UN Guiding Principles on Business and Human Rights (UNGP). Also, the principles of Global compact are integral part of our BCG.

Any violation related to human rights can be reported as per the mechanism available under BCG guidelines. Information on possible violations of BCG guidelines can be provided confidentially and anonymously. Appropriate action is taken in accordance with the formal company-wide process to address the grievances. Siemens will take appropriate disciplinary action in the event of demonstrable violations.

https://static.sw.cdn.siemens.com/siemens-disw-assets/public/56e6MS3HDJisNIxYRKsBCC/en-GB/sag-bcg-en.pdf

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

Category	FY 2026			FY 2024		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	2	0		1	0	
Discrimination at workplace	0	0		0	0	
Child Labour	0	0		0	0	
Forced Labour/ Involuntary Labour	0	0		0	0	
Wages	0	0		0	0	
Other human rights related issues	10	0		0	0	

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

	FY 2026	FY 2024
Total complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	2	1
Complaints on POSH as a % of female employees / workers	0.2	0.1
Complaints on POSH upheld	2	1

Note: Average of number of female employees and workers as at the beginning and end of the reporting period is considered for the purpose of this ratio. The ratio is then converted to a percentage.

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

Any complaint of Discrimination and Harassment can be reported as per the mechanism available under BCG guidelines confidentially and anonymously as needed.

Siemens does not tolerate any form of retaliation against complainants. Violation of this is treated as compliance violation. An appropriate disciplinary action will be taken in the event of demonstrable violations.

For cases related to Sexual Harassment, there is an Internal Committee for redressal of the same. The Committee takes concrete actions to ensure that every Complainant is protected. It maintains confidentiality of all complaints

- Policy for Prevention of Sexual Harassment at Workplace: https://assets.ctfassets.net/17si5cpawjzf/5xX39g0nj73qMlzLsVLxyO/9f6a3c578f158fa94d2d672d3e3c42cf/Policy-for-Prevention-of-Sexual-Harassment-at-Workplace_original.pdf
- Internal Committees Constituted Under The Sexual Harassment Of Women At Workplace (Prevention, Prohibition And Redressal) Act, 2013: https://assets.ctfassets.net/17si5cpawjzf/5stgnTVK2O7uiDeMvZUGPW/0154eb100d4a14c77ef53cfa43bee7c1/Internal_Committees_constituted_under_The_Sexual_Harassment_of_Women_at_Workplace__Prevention__Prohibition__Redressal__Act_.docx

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

Yes, Siemens suppliers commit to uphold the Siemens Group Code of Conduct for Suppliers and Third-Party Intermediaries and Business Partners, which affirms the fundamental human rights of the suppliers' employees.

For downstream, Siemens rolled out a ESG Risk Framework to evaluate and assess Environmental, Social and Human Rights risks associated with the Business counterpart. Based on this risk approach there are specific clauses under 'Representation and Warranties' to ensure Human Rights risks are addressed.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100
Forced/involuntary labour	100
Sexual harassment	100
Discrimination at workplace	100
Wages	100
Others – please specify	Not Applicable

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

Not significant observation hence no corrective action.

Leadership Indicators

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

The Company has a robust human rights due diligence process through which it continuously assesses and improves its ability to respond to any negative human rights impacts caused, contributed to or linked because of business operations.

2. Details of the scope and coverage of any Human rights due-diligence conducted, including in the value chain.

Siemens is committed to safeguarding and respecting human rights in every stage of the value chain. The goal is to identify any human rights violations occurring anywhere in the value chain as early as possible and to mitigate identified risks responsibly.

Human rights in the supply chain

Maintaining sustainable supply chains is one of the Company's guiding principles. Siemens suppliers commit to uphold the Siemens Group Code of Conduct for Suppliers and Third-Party Intermediaries and Business Partners, which affirms the fundamental human rights of the suppliers' employees.

Human rights in the workplace

The Business Conduct Guidelines are an integral element of all employment contracts. Every employee is responsible for respecting human rights. Siemens does not tolerate discrimination, sexual harassment, or any other form of personal attack on individuals or groups. In addition, the principles of equal opportunity and equal treatment apply without restriction.

Human rights in the case of business decisions

Siemens strives to systematically operationalize any human rights risks within its value chain by means of a Company-wide due diligence approach. This also includes the business conducted by the customers of the entity. The Company has rolled out an internal ESG Risk Due Diligence Tool to help identify and assess possible environmental and social risks and the associated human rights and reputational risks, earlier and on an even more comprehensive basis in the case of business decisions made by customers.

More details on the Siemens Human Rights framework is available on https://new.siemens.com/global/en/Company/sustainability/humanrights.html

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 has the necessary infrastructure in place to make the workplaces accessible to differently abled employees and visitors. Such infrastructural arrangements include without limitation, easily accessible sites & building entrances, easily operated doors, push/lever type wash basin fixtures, sufficient illuminated wide corridors and requisite signages.

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

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment Discrimination at workplace Child Labour Forced Labour/Involuntary Labour Wages Others	Upstream suppliers CRSA 94% ESA 26% Downstream 28.7% order intake assessed

Note: During the reporting period, 26% of third-party suppliers under PVO were assessed through External Sustainability Audits (ESA) covering legal compliance, human rights, environmental, and working conditions. A total of 207 audits were conducted in the last 18 months, with over 500 audits completed during FY23–FY26. Additionally, 94% of suppliers took the Corporate Responsibility Self-Assessment (CRSA) as a part of 'Ready for Business' (R4B). If CRSA or ESA reveal infringements of Siemens sustainability requirements, they must be remedied by the suppliers in question within a reasonable period of time.

Upstream Value Chain partners : We use the following 4 assessments (desk-top to on-site) for evaluating our suppliers' sustainability efforts.

i. **Corporate Responsibility Self-Assessments (CRSA): Siemens employs Corporate Responsibility Self-Assessments (CRSA) to ensure suppliers meet our sustainability standards. CRSA helps:**

- Inform suppliers about minimum requirements
- Identify risks and improvement opportunities early in the partnership
- Develop corrective actions where needed

ii. **External Sustainability Audits (ESA):** Siemens conducts External Sustainability Audits (ESA) to verify supplier compliance with the "Code of Conduct for Siemens Suppliers and Third-Party Intermediaries" and evaluate their sustainability performance. In certain situations, the outcome of a CRSA indicates the need for an ESA to address potential sustainability risks.

iii. **Responsible Minerals Sourcing (RMS):** To support the responsible sourcing of minerals in our supply chain, Siemens has developed the Responsible Minerals Sourcing Policy, which is integrated into our purchasing process. Siemens has introduced a uniform, enterprise-wide process to determine the use, source, and origin of relevant minerals in its supply chain, including the "Responsible Minerals Assurance Process" (RMAP) as part of the "Responsible Minerals Initiative." The company collaborates closely with its suppliers to support these efforts. When necessary, Siemens works with suppliers to remediate risks and perform additional due diligence, ensuring responsible sourcing through established management processes.

iv. **Carbon Web Assessment (CWA):** Siemens goes beyond legal requirements by measuring our suppliers' sustainability performance through the "Carbon Reduction @ Suppliers" program. This is assessed via the CWA on the supplier+s platform by 'ctrl+s' GmbH.

The "Carbon Reduction @ Supplier" approach supports our suppliers in setting targets and action plans to reduce their climate footprints. A key process in this approach is the CWA.

Downstream Value Chain partners: Key downstream counterparts are assessed on multiple ESG parameters in an internal ESG due diligence tool before entering business contracts with them. Following a risk-based approach, Issues identified during the due diligence process are discussed with the counterparts and are effectively mitigated as per the recommendation of the ESG Due Diligence tool.

- **Siemens India Code of Conduct:** https://assets.new.siemens.com/siemens/assets/api/uuid:5b82cbba-5aa2-4bab-b734-895c7f32dbe9/coc-and-cr-declaration-v5-0.pdf
- **Siemens India Environment Health and Safety Requirements:** https://assets.new.siemens.com/siemens/assets/api/uuid:e6e5bd96-ac00-417a-8844-90c6f5ed0ac4/EHS-clauses-Sept-2023.pdf

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

Improvement measures agreed-upon with suppliers relate either to actual deviations from the Siemens Group Code of Conduct for Suppliers or to structural improvements in management systems and the lack of specific processes and guidelines implemented by the supplier.

For monitoring purposes, audits can be repeated or follow-up audits can be performed by external audit service providers. It is also possible for the responsible purchasing departments at Siemens to agree on a series of improvement measures with the supplier. During this process, the Company remains committed to partnerships with suppliers and helps them to improve. However, if the problems continues or a supplier does not show a willingness to take necessary remedial action, the Company may choose to phase out that supplier.

Corrective actions taken to address significant risks / concerns arising from assessments include:

Health and safety related

1. Prioritize obtaining all necessary building and fire safety permits
2. Installation of fire-fighting equipment
3. Obstacle-free exits, PPEs provided and safety guards installed at required areas
4. Implemented secondary containment, conducted mock drills, and added exits

Working conditions related

1. Guarantee wage compliance and timelines
2. Maintenance of payroll and time records for all workers, ensuring wage and working hour compliance
3. Controlling overtime within legal limits, paying premium rates, providing weekly rest days
4. Extending social benefits and leave with wages to eligible workers
5. Prompt payslip issuance, ensuring timely payments
6. Improve record keeping

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

3 GOOD HEALTH AND WELL-BEING | 7 AFFORDABLE AND CLEAN ENERGY | 10 REDUCED INEQUALITIES | 13 CLIMATE ACTION | 14 LIFE BELOW WATER | 15 LIFE ON LAND

Siemens Limited recognizes climate change, resource depletion, and water scarcity as material risks with potential operational and financial implications, and addresses them through the Siemens Sustainability Target Framework. Aligned with the SBTi Net Zero Standard, the Company is committed to reducing absolute Scope 1 and 2 emissions by 90% and Scope 3 emissions by 30% by 2030, with a long-term ambition of achieving Net Zero emissions across its value chain by 2050; in India, it has already achieved 100% renewable electricity use and significant emissions reduction. Climate risks are systematically assessed using advanced models and integrated into business continuity planning to enhance resilience. Beyond decarbonization, Siemens adopts a holistic environmental approach encompassing circularity, water stewardship, and biodiversity, supported by Eco-design, localized manufacturing, and innovative technologies. Water risks are actively managed through assessment tools and mitigation measures such as recycling, reuse, and watershed initiatives, while eco-efficient solutions enable customer decarbonization. Collectively, these efforts mitigate environmental risks, optimize resource use, and position Siemens Limited as a leader in sustainable and future-ready operations. Siemens has developed a Siemens Biodiversity Assessment Tool (SBAT), in consultation with academia and experts, which screens sites for proximity (within 5 km) to Key Biodiversity Areas and World Heritage Sites, and evaluates risks across categories such as land use change, natural resource use, pollution, and invasive species.

Material Topic	Type	Policies	Ambitions	Actions
Climate change	PI, NI, O, R	Climate & Environmental Policy; Degree Decarbonization Strategy; Climate Risk Management Framework	Reduce Scope 1 and Scope 2 emissions; integrate climate risks into business strategy	Energy efficiency initiatives; renewable energy sourcing; electrification; scenario analysis and climate adaptation measures
Biodiversity and Ecosystem	PI, NI, R	Climate & Environmental Policy; EHS & Chemical Management Policies	Integrate biodiversity considerations into operations; minimize environmental impact	Impact assessments; compliance audits; biodiversity protection initiatives; employee training
Resource efficiency	PI, O, R	Resource Efficiency Framework; Energy Management Policy. ISO-aligned Environmental Management Systems	Improve material and energy efficiency achieve 100% regulatory compliance	Eco-design practices; lean manufacturing; energy audits; efficiency improvement programs
Water stewardship	PI, NI, R	Water Stewardship Guidelines; Site-level Water Risk Assessments	Reduce water intensity minimize water-related risks and disruptions	Water conservation initiatives; recycling and reuse; local mitigation plans; monitoring and reporting
Circularity and waste management	PI, O, R	Waste & Circular Economy Policy	Increase recycling rates; minimize waste generation; improve operational resilience	Waste segregation; recycling partnerships; process optimization; monitoring and continuous improvement

* Note: PI – Positive Impact; NI – Negative Impact; O – Opportunity; R – Risk

Essential Indicators

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

As per the Criteria of BRSR Core, as specified by SEBI vide its circular SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024 together with the Annexure 17A - Format of BRSR Core, which provides guidance on Data & Assurance Approach, the below electricity consumption information has been prepared based on purchase of electricity. Accordingly, this does not consider the impact of iRECs purchased, which information has been additionally disclosed in the BRSR.

Parameter	**FY 2026**	**FY 2024**
From Renewable Sources (in gigajoules)		
Total electricity consumption (A) in	56,010	39,036
Total fuel consumption (B)	8,540	17,193
Energy consumption through other sources (C)	0	0
Total energy consumption (A+B+C) from renewable sources	64,550	56,229
From non-renewable Sources (in gigajoules)		
Total electricity consumption (D)	167,053	145,525
Total fuel consumption (E)	11,215	8,338
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	178,268	153,863
Total Energy consumed (A+B+C+D+E+F)	242,818	210,092
Energy intensity per rupee of turnover		
(Total energy consumed / Revenue from operations) GJ/million rupees of turnover	0.93	1.03
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)		
(Total energy consumed / Revenue from operations adjusted for PPP)	18.92	20.73
Energy intensity in terms of physical output	Refer note 1	Refer note 1
Energy intensity (optional) - the relevant metric may be selected by the entity	**NA**	**NA**

***Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

Yes, Reasonable assurance by Price Waterhouse Chartered Accountants LLP.

Notes:

1. Siemens is into various businesses (including products, services & projects) with highly diverse portfolios ranging from low-value electrical devices to highly complex transmission solutions. The output of the Company cannot be expressed in one physical measure. It is therefore impracticable to calculate output intensities of the environmental indicators and hence not disclosed. The Company believes that any output-based intensity information on one uniform physical unit is incalculable. This note is applicable for Essential indicators 1, 3, 7 and 9 under this Principle.
2. For 'intensity per rupee of turnover', total revenue from operations has been considered as turnover as per note no. 34 of Audited Standalone Financial Statements. This note is applicable for Essential indicators 1, 3, 7 and 9 under this Principle.
3. The Purchasing Power Parity (PPP) factor considered is 20.34 as recommended by IMF (FY 2024: 20.22 as per World Bank). This note is applicable for Essential indicators 1, 3, 7 and 9 under this Principle.
4. Pursuant to the demerger of SIL and SEIL, management has adopted an approach to measure environmental KPIs aligned with the operations of both the entities. The locations impacted by this approach include- (a) Manufacturing sites at Kalwa and Aurangabad; and (b) Office locations at Shantipally, DLF, and the NCO office. This note is applicable for Essential indicators 1, 3, 7 and 9 under this Principle.
5. Energy consumption for certain leased offices, delegate housing, industrial locations, and warehouses was estimated using per sq. meter consumption from similar sites and applied to their respective areas where actual

data was unavailable. The Company is implementing a system to capture actual data for all such locations in the coming year.

6. In line with the Company's decarbonization strategy and its commitment to the RE100 initiative, the table below presents renewable and non-renewable electricity consumption after adjusting for the impact of iRECs, by reclassifying the equivalent quantity of non-renewable energy procured as renewable energy.

Parameter	FY 2026	FY 2024
From Renewable Sources (in gigajoules)		
Total electricity consumption (A) in	223,063	172,751
Total fuel consumption (B)	8,540	17,193
Energy consumption through other sources (C)	0	0
Total energy consumption (A+B+C) from renewable sources	231,603	189,944
From non-renewable Sources (in gigajoules)		
Total electricity consumption (D)	0	11,811
Total fuel consumption (E)	11,215	8,338
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	11,215	20,149
Total Energy consumed (A+B+C+D+E+F)	242,818	210,093
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) GJ/ million rupees of turnover	0.93	1.03
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	18.92	20.73
Energy intensity in terms of physical output	Refer Note 1 above	Refer Note 1 above
Energy intensity (optional) - the relevant metric may be selected by the entity	NA	NA

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, the Company does not have any site identified as DCs under PAT scheme.

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

Parameter	FY 2026	FY 2024
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	29,641	26,732
(iii) Third party water	308,601	293,037
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**338,242**	**319,769**
Total volume of water consumption (in kiloliters)	313,579	282,315
Water intensity per rupee of turnover (Total water consumption Revenue from operations) kl/ million rupees of turnover	1.2	1.38
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	24.43	27.85
Water intensity in terms of physical output	Refer note 1 under Essential indicator 1 of this principle	Refer Note 1 under Essential Indicator 1 of this principle
Water intensity(optional)-the relevant metric may be selected by the entity	NA	NA

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, Reasonable assurance by Price Waterhouse Chartered Accountants LLP

4. Provide the following details related to water discharged:

Parameter			FY 2026	FY 2024
Water discharge by destination and level of treatment (in kilolitres)				
(i)	To Surface water		0	0
	-	No treatment		
	-	With treatment – please specify level of treatment		
(ii)	To Groundwater		0	0
	-	No treatment		
	-	With treatment – please specify level of treatment		
(iii)	To Seawater		0	0
	-	No treatment		
	-	With treatment – please specify level of treatment		
(iv)	Sent to third-parties			0
	-	No treatment	0	
	-	With treatment – please specify level of treatment		
(v)	Others		24,663	37,454
	-	No treatment	24,663	37,454
	-	With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)			24,663	37,454

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.

1. Water withdrawal quantity is estimated as (a) for certain leased offices, delegate housing, industrial locations, and warehouses was estimated using per sq. meter consumption from similar sites and applied to their respective areas where actual data was unavailable. The Company is implementing a system to capture actual data for all such locations in the coming year (b) In other office locations the water is estimated through the CGWA guidance of 45 litres/person/day.

2. Domestic water discharge for sites where actual data is not available has been estimated as 80% of the water withdrawal based on CPCB report dated December 24, 2009. (Source: CPCB report on wastewater discharge for domestic use- https://cpcb.nic.in/

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

Yes, water being an important environmental resource, necessary initiatives are taken across all the major manufacturing units to conserve and recycle water, thus ensuring the ZLD (Zero Liquid Discharge).

At all manufacturing locations (owned by the company) suitable and efficient wastewater treatment like sewage treatment plants (STP) are installed with primary and secondary treatment systems. The treated water is further used for flushing and gardening activities within the premises. This in-turn has resulted in reduced use of freshwater.

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

Parameter	Please specify unit	FY 2026	FY 2024
NOx	Kg/day (Average of all locations)	4.05	4.28
SOx	Kg/day (Average of all locations)	1.44	2.83
Particulate matter (PM)	Kg/day (Average of all locations)	5.77	16.74
Persistent organic pollutants (POP)		-	-
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)		-	-
Others – please specify			

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, the Company did not carry out independent assessment by an external agency.

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

Parameter	Unit	FY 2026	FY 2024
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	4,915	7,448
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available	Metric tonnes of CO_2 equivalent	Location based: 38,613 Market Based: 0	Location based: 32,902 Market based: 2,371
Total Scope 1 and Scope 2 emissions per rupee of turnover (MT/ million rupees of turnover)		Location based: 0.17 Market based: 0.02	Location based: 0.20 Market based: 0.05
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		Location based: 3.39 Market based: 0.38	Location based: 3.98 Market based: 0.97
Total Scope 1 and Scope 2 emission intensity in terms of physical output		Refer note 1 under Essential indicator 1 of this principle	Refer note 1 under Essential indicator 1 of this principle
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		NA	NA

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, Reasonable assurance by Price Waterhouse Chartered Accountants LLP

Notes:

1. We report our emissions with reference to the latest Greenhouse Gas Protocol Corporate Accounting and Reporting Standard (GHG Protocol).
2. Scope 1 Emission factors are reported as per the UN's Intergovernmental Panel on Climate Change (IPCC), AR6 2023.
3. Scope 2 Emissions are reported with grid emission factor from Version 21 of the Central Electrical Authority's CO_2 database.
4. Scope 2 Market based emissions have been calculated after considering the Power Purchase Agreements and the International Renewable Energy Certificates (iRECs) purchased for grid electricity.
5. For period (Oct 24 – Mar 26), the biogenic CO_2 emissions from combustion of biomass (briquettes) was 854 MT (FY 2024: 1,719 MT).
6. In absence of specific SF6 leakage information in respect of certain plants, resultant emission is estimated as 0.1% leakage during the handling process based on Guide for the preparation of the customized practical SF6 handling instruction (2005) from CIGRE (Conseil International des Grands Réseaux Electriques). In other cases, the Company has considered specifically determined SF6 leakage available for respective plants.

7. Total emissions (Scope 1 and Scope 2) for certain leased offices, delegate housing, industrial locations, and warehouses have been estimated using per square meter consumption benchmarks derived from comparable locations within the reporting boundary where actual data was available. These benchmarks were applied to the respective floor areas of locations where actual data was not available. The Company is currently in the process of implementing systems to capture actual consumption data for all such locations in the forthcoming years.

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

Siemens is committed to sustainability through its Sustainability Target Framework including the DEGREE ambitions, which provides a comprehensive approach to environmental stewardship and climate action. Under DEGREE, Siemens has set a target to achieve decarbonization of its own operations by 2030, in line with the Science Based Targets initiative (SBTi) pathway. Further details of the DEGREE framework are available on the Siemens Sustainability website.

Summary of specific initiatives

a. Renewable Energy: 61,397 MWh generated from renewables during Oct 24 – Mar 26

- Rooftop solar across locations: 7,161 MWh
- Offsite solar supplied electricity to Kalwa: 8,398 MWh
- International Renewable Energy Certificates (iRECs): 45,987 MW

b. Energy Efficiency - Electrical Savings leading to reduction in Scope 2 emissions - 1055 MWh of annual electricity savings (Details in Leadership Indicator 4)

- Energy efficient lighting system and fans (HVLS and BLDC Fans
- Process optimization (Electric systems instead of pneumatic system)
- Energy efficient equipment (HVLS and BLDC Fans)
- Conventional cooling tower to Adiabatic colling tower
- Energy efficient cooling system (HVAC and ACs)

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

Parameter	FY 2026	FY 2024
Total Waste generated (in metric tonnes)		
Plastic waste *(A)*	731	402
E-waste *(B)*	377	159
Bio-medical waste *(C)*	0.1	0.1
Construction and demolition waste *(D)*	20,989	7,037
Battery waste *(E)*	14	7
Radioactive waste (*F*)	0	0
Other Hazardous waste. Please specify, if any. *(G)*	251	241
Other Non-hazardous waste generated *(H). Please specify, if any*. (Break-up by composition i.e. by materials relevant to the sector)	7,559	7,709
Total (A + B + C + D + E + F + G + H)	**29,920**	**15,555**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) tonnes / million rupees of turnover	0.11	0.08
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	2.33	1.53
Waste intensity in terms of physical output	Refer note 1 under Essential indicator 1 of this principle	Refer note 1 under Essential indicator 1 of this principle

Parameter		FY 2026	FY 2024
Waste intensity (optional) -the relevant metric may be selected by the entity		NA	NA
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)			
Category of waste			
(i)	Recycled	8,157	5,227
(ii)	Re-used	20,527	7,202
(iii)	Other recovery operations	428	81
Total		**29,112**	**12,510**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)			
Category of waste			
(i)	Incineration	300	980
(ii)	Landfilling	0	339
(iii)	Other disposal operations	509	1,726
Total		**809**	**3,045**

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, Reasonable assurance by Price Waterhouse Chartered Accountants LLP

Notes:

1. Waste is accounted for at the time of disposal and therefore waste disposed has been considered as waste generated.
2. The method of disposal of waste is as per the certificates received from respective waste traders/ handlers/ aggregators. Where such certificates are not available, the waste generated is assumed to be disposed of through other disposal operations.
3. Certain Waste categories generated for certain leased offices, delegate housing, industrial locations, and warehouses was estimated using per sq. meter generation from similar sites and applied to their respective areas where actual data was unavailable. The Company is implementing a system to capture actual data for all such locations in the coming years.

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.**

Siemens continues to advance the Eco Efficiency @ Siemens program, launched during FY 2021, which represents a shift from conventional environmental management to a comprehensive life cycle approach. From a waste management perspective, the program aims to achieve zero waste to landfill by 2030, increase material recycling, and enhance waste reduction through internal reuse of end-of-life production equipment.

To ensure environmentally responsible management of electrical and electronic equipment (EEE) waste and plastic packaging, Extended Producer Responsibility (EPR) is implemented through centrally appointed Producer Responsibility Organizations (PROs), enabling systematic collection and recycling in compliance with regulatory and sustainability objectives.

As part of the global Siemens sustainability and chemical management framework, the Company follows a preventive and life cycle–based approach to reduce the use of hazardous and toxic chemicals in its products and manufacturing processes. Siemens has established global targets to phase out selected Substances of Concern across 100% of relevant products.

We are also actively driving the elimination, substitution or replacement of hazardous substances in operations. Chemical usage and hazardous waste handling are governed through global and local regulatory standards, material compliance requirements and controlled operating procedures, supported by risk assessments, safer alternatives, and authorized disposal practices.

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:**

No, Siemens doesn't have operations/offices in/around ecologically sensitive areas where environmental approvals / clearances are required.

Additionally, under the Siemens Sustainability Target Framework, Biodiversity is a defined target, with an ambition to implement a conservation program at 100% of relevant sites. Siemens globally follows a Biodiversity Assessment Tool (SBAT), in consultation with academia and experts, which screens sites for proximity (within 5 km) to Key Biodiversity Areas and World Heritage Sites, and evaluates risks across categories such as land use change, natural resource use, pollution, and invasive species with the objective to implement a conservation program at 100% of relevant sites by 2030.

During FY 2026, all relevant Siemens Limited sites had undergone biodiversity risk assessments and identified conservation programs.

For project activities at customer sites, Siemens assesses location specific ESG risks through ESG Risk Radar tool, which supports risk identification, assessment, and mitigation based on country and site-specific data for customer operations.

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.
-	NA	-	-

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

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

No projects were implemented in FY 2026 which required EIA to be undertaken.

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
-	-	-	-	-

Yes, Siemens complies to all the applicable environmental law/ regulations/ guidelines in India.

Leadership Indicators

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

For each facility / plant located in areas of water stress, provide the following information:

(i) Name of the area: Puducherry and Gurugram

(ii) Nature of operations: Manufacturing of fire protection devices, fire extinguisher assembly

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

Parameter	FY 2026	FY 2024
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	3,571	15,653
(iii) Third party water	2,998	12,010
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)	6,569	27,663
Total volume of water consumption (in kilolitres)	0	27,663
Water intensity per rupee of turnover (Water consumed / turnover)	0	
Water intensity (*optional*) – the relevant metric may be selected by the entity	0	
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	0	
- No treatments	0	0
- With treatment – please specify level of treatment		0
(ii) Into Groundwater	0	
- No treatment	0	0
- With treatment – please specify level of treatment		0
(iii) Into Seawater	0	
- No treatment	0	0
- With treatment – please specify level of treatment		0
(iv) Sent to third-parties	0	
- No treatment	0	0
- With treatment – please specify level of treatment		0
(v) Others	0	
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	0	0

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

The Company did not carry out independent assessment by an external agency.

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

Parameter	Unit	FY 2026	FY 2024
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	1000 Metric tonnes of CO_2 equivalent	68,660	74,915
Total Scope 3 emissions per rupee of turnover	1000 Metric tonnes / million rupees of turnover	0.26	0.36
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	Emissions intensity per million rupee of turnover adjusted for Purchasing Power Parity (PPP)	5.35	7.55

The Scope 3 emissions are calculated for the following categories:

- **Scope 3 Upstream:** Purchased goods and services, Fuel and Energy related activities not included in Scope 1 and Scope 2, Upstream transportation and distribution, Waste generated in operations, Employee commuting and Business travel.
- **Scope 3 upstream (in 1000 Metric tonnes of CO_2 equivalent): 985**
- **Scope 3 downstream:** Emissions from use of sold products.

  Scope 3 downstream (in 1000 Metric tonnes of CO_2 equivalent): 67,675

The source of the emission factors applied in the 2026 reporting year is the "IEA Emission Factors 2023" published by the International Energy Agency. For example, the India CO_2e emission factor used for electricity generation is **710.3 g CO_2/kWh**.

For FY 2024, emission factors are sourced from the IEA Emission Factors 2023 dataset (latest available). The India electricity emission factor applied is **710.3 gCO_2/kWh**, based on historical grid intensity data.

PPP adjusted conversion factor, 20.66, was taken from IMF 2025.

FY 2024 nos. are restated due to introduction of new category in upstream.

For FY 2026 reporting, the Scope 3 emissions for carved out entity 'Siemens Energy' and separated business 'Low Voltage Motors' has been excluded.

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, the Company did not carry out independent assessment by an external agency.

3. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not appliable,

However, biodiversity conservation forms an integral part of the Siemens Sustainability Target Framework. Biodiversity is a defined focus area under DEGREE, with a key ambition to implement a biodiversity conservation program at 100% of relevant sites.

Additionally, factory locations have already implemented a range of voluntary biodiversity conservation initiatives. These include the use of native species for landscaping, development of Miyawaki forests, creation of wildflower meadows and butterfly gardens, and establishment of medicinal gardens. Other efforts comprise the construction of water ponds, installation of bird nests and insect hostels, preservation of existing trees, and the adoption of measures to minimize paved areas as well as reduce soil erosion and compaction.

Furthermore, awareness and training programs on biodiversity are regularly conducted for employees and local communities, complemented by community engagement initiatives aimed at promoting and strengthening biodiversity conservation.

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	At Smart Infrastructure (SI) Electrical Products (EP) Ch. Sambhajinagar factory, replacement of pneumatic screwdrivers with electric screwdrivers	Refer "Initiative undertaken"	143.5 MWh of annual electricity savings
2	Installation of High-Volume Low Speed (HVLS) fans in testing and post testing area of Smart Infrastructure (SI) Electrical Products (EP) Ch. Sambhajinagar factory	Refer "Initiative undertaken"	135 MWh of annual electricity savings
3	Replacement of Metal Halide lights with LED lights in hall, store and receiving area at Mobility Nashik factory	Refer "Initiative undertaken"	95 MWh of annual electricity savings
4	Replacement of old Air-conditioning system to energy efficient system at (SI) Electrification and Automation (EA) Switchboard factory in Kalwa	Refer "Initiative undertaken"	90 MWh of electricity savings

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
5	Installation of 180 nos. of electric injection molding machines in place of pneumatic injection molding machine at (SI) Electrical Products (EP) Kalwa factory	Refer "Initiative undertaken"	87 MWh of electricity savings
6	Upgradation of conventional cooling tower to Adiabatic cooling at (SI) Electrical Products (EP) Ch. Sambhajinagar factory	Refer "Initiative undertaken"	70.3 MWh of annual electricity savings
7	Installation of 400 TR (ton of refrigeration) chiller to replace 250 TR chiller & 70 TR at SI EA Goa	Refer "Initiative undertaken"	60 MWh of annual electricity savings
8	Installation of energy efficient High Volume Low Speed (HVLS) and Brushless Direct Current (BLDC) fans have replaced old fans in (SI) Electrification and Automation (EA) Switchboard factory in Kalwa.	Refer "Initiative undertaken"	40 MWh of annual electricity savings
9	Consolidation of office space at (SI) Electrification and Automation (EA) Switchboard factory in Kalwa	Refer "Initiative undertaken"	36 MWh of annual electricity savings
10	Energy Saving through direct heating in stainless steel polishing tank in place of Plant heat exchanger (PHE) at (SI) Electrification and Automation (EA) Goa factory	Refer "Initiative undertaken"	42 MWh of annual electricity savings
11	Optimization of air used for curing at Pad printing machine at (SI) Electrical Products (EP Ch. Sambhajinagar factory)	Refer "Initiative undertaken"	36.6 MWh of annual electricity savings
12	Replacement of IE1 motors to IE5 motors in cooling towers and chiller at (SI) Electrical Products (EP) Ch. Sambhajinagar factory	Refer "Initiative undertaken"	38 MWh of annual electricity savings
13	Replacement of old Air-conditioning system to energy efficient system at (SI) Electrical Products (EP) Kalwa factory	Refer "Initiative undertaken"	30 MWh of annual electricity savings
14	Replacement of old lights from shot blasting area with energy efficient lighting at Mobility Ch. Sambhajinagar factory	Refer "Initiative undertaken"	22 MWh of annual electricity savings
15	Avoidance of heat addition to ambient temperature from Injection molding machines & its auxiliary machine by providing thermal jacket for injection molding barrel at (SI) Electrical Products (EP) Kalwa factory	Refer "Initiative undertaken"	13 MWh of annual electricity savings
16	Replacement of Grid powered lighting fixtures with Solar lighting at Kalwa offices and test centers	Refer "Initiative undertaken"	7.5 MWh of annual electricity savings
17	At (SI) Electrification and Automation factory, Goa, Energy saving was achieved through Furnace chilled water circulating pump over-run protection via interlock with furnace	Refer "Initiative undertaken"	3.4 MWh of annual electricity savings
18	Replacement of 40-Watt LED lights with 36-Watt LED lights from shopfloor at (SI) Electrification and Automation (EA) factory, Goa	Refer "Initiative undertaken"	2.8 MWh of annual electricity savings

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
19	Exhaust fan interlock with Particle cleaning machine over-run protection at (SI) Electrification and Automation (EA) factory, Goa	Refer "Initiative undertaken"	2.5 MWh of annual electricity savings
20	Water saving projects at Kalwa premises such as Leakage arrests, usage optimization, sensor-based taps during refurbishment projects treated water utilization for flushing	Refer "Initiative undertaken"	Fresh water consumption reduction by 25,850 m^3 annually
21	Reuse of HVAC condensate water back to process at (SI) Electrification and Automation (EA) Goa factory	Refer "Initiative undertaken"	Fresh water consumption reduction by 324 m^3 annually
22	Replacement of standard water tap with aerator water taps at (SI) Buildings Puducherry Factory with aerator taps	Refer "Initiative undertaken"	Fresh water consumption reduction by 5.4 m^3 annually
23	Change in Road transport to a hybrid Road-rail transport of shipment and Packaging redesign to accommodate 2x shipment in the same container at Mobility Ch. Sambhajinagar factory for SF 4 and SF 120 bogie sets at Mobility Ch. Sambhajinagar Factory	Refer "Initiative undertaken"	Avoidance of 15,000 liters of diesel usage
24	Implementation of Electric boiler from diesel boiler at Mobility, Nashik factory has resulted in replacement of fuel	Refer "Initiative undertaken"	Avoidance of 11,500 liters of diesel usage
25	Replacement of 04 diesel forklift with electric forklift at Mobility, Nashik factory resulted in replacement of fuel	Refer "Initiative undertaken"	Avoidance of 10,500 liters of diesel usage
26	Replacement of 03 diesel forklift with electric forklift at (SI) Electrification and Automation (EA) Kalwa factory resulted in replacement of fuel	Refer "Initiative undertaken"	Avoidance of 3,664 liters of diesel usage
27	Replacement of old R-22 refrigerant-based Air-conditioning system to energy efficient system with R-32 refrigerant at Mobility, Ch. Sambhajinagar Factory	Refer "Initiative undertaken"	Elimination of 66 kg Ozone depleting substance
28	Replacement of old R-22 refrigerant-based Air-conditioning system to energy efficient system with R-410 refrigerant at (SI) Electrification and Automation (EA) Switchboard factory in Kalwa	Refer "Initiative undertaken"	Elimination of 63 kg Ozone depleting substance
29	Replacement of old R-22 refrigerant-based Air-conditioning system to energy efficient system with R-410 refrigerant at (SI) Electrical Products (EP) Switchgear factory in Kalwa	Refer "Initiative undertaken"	Elimination of 32 kg Ozone depleting substance
30	Replacement of old air conditioning units at (SI) Buildings, Puducherry factory ozone depleting substance (R22 gas) with ozone friendly substance (R32 gas).	Refer "Initiative undertaken"	Elimination of 3 kg Ozone depleting substance

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
31	Replacement of old air conditioning units at Mobility, Nashik factory of ozone depleting substance (R22 gas) with ozone friendly substance (R32 gas).	Refer "Initiative undertaken"	Elimination of 1 kg Ozone depleting substance
32	Re-engineering of packaging design to reduce the plastic packaging consumption at (SI) Electrification and Automation (EA), Kalwa factory	Refer "Initiative undertaken"	Plastic Packaging reduction by 2.8 tons
33	Replacement of Low-Density Polyethylene (LDPE) to compostable plastic by compostable plastic at Smart Infrastructure (SI) Electrification and Automation (EA) factory Goa	Refer "Initiative undertaken"	Replacement of 2.5-ton virgin plastic
34	Replacement of virgin paper to recycled paper at (SI) Electrification and Automation (EA) Goa factory	Refer "Initiative undertaken"	Replacement of 1,383 kgs of virgin paper

For details on energy conservation initiatives, please refer Annexure II Conservation of Energy, etc. in the Annual Report

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

Yes, the Company has a crisis management plan for managing crisis affecting Company's operations, assets and staff under its responsibility and duty of care. There is a Crisis Management Team (CMT) that provides direction to the Incident / Emergency Management Teams. Decisions of the CMT are binding.

The Company's Business Continuity Plan (BCP) covers the following components:

a. The ACP (Asset Classification and Protection) process covering location assets, information assets, people assets and project sites.

b. Preventive crisis management plans for every location,

c. Disaster recovery planning for IT Applications and Infrastructure,

d. Situation specific business level BCP.

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.

Siemens strives to ensure that there are no adverse impacts to the environment arising from its value chain. For the upstream value chain i.e. at the suppliers', regular external sustainability Audits (ESA) are conducted to assess their environmental impact and course corrected as necessary.

Sample Recommendations/ Guidance are made to our supplier partners based on assessments/audits:

- Regular risk assessments for sites and processes
- Evaluate environmental factors (Air, Water, Chemicals)
- Identify and address significant risks
- Periodic pollution consent as legally mandated
- Separate Storage of Hazardous and Non-Hazardous Waste

The downstream value chain is governed under the ESG Risk Framework. This ESG Risk Framework defines the minimum global Company standard the Company shall fulfil in relation to environmental and social risk due diligence in order to avoid or at least reduce and responsibly mitigate within our leverage potential business and reputational risks as well as risks to people and planet.

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

   26% of the suppliers were assessed for environmental impacts through External Sustainability Audit (ESA) during the reporting period. Total 207 audits conducted in past 18 months and over 500+ audit completed over a period of 3.5 years (FY23-FY26).

   Additionally, 94% of suppliers took the Corporate Responsibility Self-Assessment (CRSA) as a part of 'Ready for Business' (R4B). If CRSA or ESA reveal infringements of Siemens sustainability requirements, they must be remedied by the suppliers in question within a reasonable period of time. Similarly, 28.7% of order intake was assessed for environmental impacts through the internal ESG risk due diligence tool.

8. **How many Green Credits have been generated or procured:**

i. By the listed entity	NA
ii. By the top ten (in terms of the value of purchases and sales respectively) value chain partners	NA

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

Siemens Limited engages responsibly and transparently with policymakers, regulators, and industry associations to support policy frameworks that advance sustainable development, innovation, and long-term resilience. The Company's advocacy priorities are closely linked to its material ESG risks and opportunities, including decarbonization, circular economy, cybersecurity, digital transformation, and infrastructure modernization, with active participation in industry bodies such as IEEMA, CII, and FICCI to contribute to policy dialogue and national initiatives. Ethical governance underpins all public engagement, supported by mandatory employee training on ethics, anti-corruption, and compliance, based on Business Conduct Guidelines

Material Topics	Type	Policies	Ambitions	Actions
Governance, Ethics & Compliance	PI, O, R	BCG Compliance Management System DEGREE Framework Alignment Guidelines	Ensure transparency in policy engagement Zero violations of advocacy guidelines Advocacy aligned with sustainability goals	Documented engagement protocols Approval and escalation processes Internal review of policy positions

* **Note:** PI – Positive Impact; NI – Negative Impact; O – Opportunity; R – Risk

Essential Indicators

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

   Siemens Limited is affiliated with 12 trade and industry chambers.

   b. **List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/affiliated to.**

Sr. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/National)
1	Bombay Chamber of Commerce and Industry (BCCI)	State
2	The Associated Chambers of Commerce and Industry of India (ASSOCHAM)	National
3	Confederation of Indian Industry (CII)	National
4	Indian Electrical & Electronics Manufacturers' Association (IEEMA)	National
5	Indo German Chamber of Commerce (IGCC)	National
6	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
7	Indian Merchants Chambers	National
8	Indian Machine Tool Manufacturers Association (IMTMA)	National
9	Capital Goods Sector Skills Council of India	National
10	Gurgaon Industrial Association	State

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

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

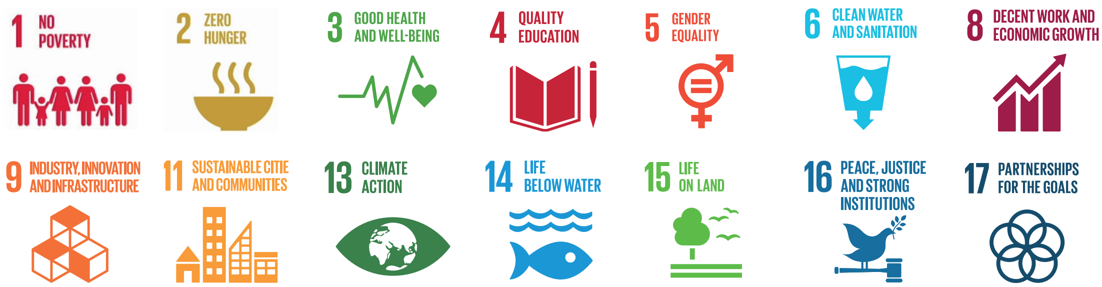
There were no cases of anti-competitive conduct during the reporting period.

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 has advocated on adoption of international standards relevant to its solutions in the areas of e-mobility and infrastructure (chargers), renewable energy, energy storage, distributed energy systems, smart grids and digitalization, business ethics and skill development. The Company continuously makes efforts to further contribute on specific sustainable business issues.	Through membership with trade and industry associations the Company shares its feedback on matters as mentioned in the adjacent cell. Also, as and when the government seeks inputs from Industry the Company provides feedback on these issues through Industry Associations.	This is part of Stakeholder consultation by the respective Industry Associations.	Reviewed by relevant business management on as and when basis.	Not applicable.
2	Cyber security for power sector	Represented as one of the members of Indian Electrical and Electronics Manufacturers Association (IEEMA) for interaction with Central Electricity Authority and Power Ministry, Quality Council of India	No	NIL	Not applicable.
3	BIS certification policy for Indian made low voltage switchgear products, including those in industrial applications	Engaged as IEEMA member for interaction with Ministry of Heavy Industries.	No	NIL	Not applicable.
4	Machinery Safety Omnibus Technical Regulation (OTR) by Ministry of Heavy Industries	Engaged with industry associations (IEEMA, CII, FICCI) to represent the challenges faced	Yes	Regular reviews by respective management at BUl evel	Not applicable.
5	Draft National Capital Goods Policy 2024.	Engaged thru CII, IEEMA and FICCI.	Yes	Policy is under formulation	Not applicable.
6	Public Procurement Order (PPO)	Engaged through FICCI	No	Inputs being operational in nature are reviewed by business units	Not applicable.

Principle 8: Businesses should promote inclusive growth and equitable development



Siemens Limited, as a purpose-driven technology company, contributes to inclusive growth and community development by addressing social and environmental challenges through its expertise in digitalization and sustainability. Aligned with the UN Sustainable Development Goals and the Equity pillar of the Siemens Sustainability Target Framework, the Company structures its CSR initiatives across Education, Social Development, and Environment, delivered through partnerships with grassroots organizations to create measurable and lasting impact in underserved communities. Flagship programs such as Dual VET, IGnITE, Project Jigyaasa, and the Siemens Scholarship Program enhance access to quality education, technical skills, and employability, while environmental initiatives including watershed development, biodiversity conservation, and Project Asha strengthen ecosystem resilience and sustainable livelihoods. By integrating community development and biodiversity considerations into its operations and projects, Siemens Limited reinforces its social license to operate, mitigates social and operational risks, and drives long-term shared value and sustainable growth in India.

Material Topics	Type	Policies	Ambitions	Actions
Community Welfare	PI, O	CSR Policy	Allocate mandated CSR expenditure	Identify priority focus areas
Human Rights	PI, R	BCG Supplier Code of Conduct	Uphold internationally recognized human rights (UNGPs, ILO standards) Ensure safe, fair, and inclusive workplaces Zero tolerance for forced labor, child labor, discrimination, harassment Respect freedom of association & collective bargaining Embed human rights across value chain Strengthen grievance and remediation mechanisms	Conduct human rights due diligence & risk assessments Supplier audits and compliance monitoring
Governance, ethics & compliance	PI	BCG CSR Governance Framework Education & Skill	Outcome-oriented programs Reach targeted beneficiaries Industry-aligned skilling Promote local sustainability Periodic impact evaluation Alignment with SDGs / national goals	Health camps, infrastructure support Needs assessments Monitoring and evaluation Vocational training, STEM programs Curriculum alignment Water, sanitation, green initiatives

* Note: PI – Positive Impact; NI – Negative Impact; O – Opportunity; R – Risk

Essential Indicators

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

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

SIA was not applicable in the reporting year.

2. **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 ₹)
-	-	-	-	-	-	-

Rehabilitation and Resettlement (R&R) was not applicable in the reporting year.

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

The Company has a defined a process to ensure all the complaints and feedback from all stakeholders including communities are received and addressed. This defined process includes:

(i) A dedicated toll-free number

(ii) A dedicated contact page on the website

(iii) Complaints / Feedback received on contact Email

(iv) Complaints / Feedback received directly by Siemens representative

Dedicated teams within the businesses manage all the complaints and feedback to ensure timely response. Apart from this, Siemens has a reporting channel called "Tell Us" and Ombudsman for receiving grievances of stakeholders.

4. **Percentage of input material (inputs to total inputs by value) sourced from suppliers:**

Name of Product / Service	FY 2026	FY 2024
Directly sourced from MSMEs/ small producers	23.2	23
Directly from within India	55.7	51

Note: For total purchases, refer note given under Principle 1, Question 8 of Essential Indicators.

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

Location	FY 2026	FY 2024
Rural	0%	0%
Semi-urban	0%	0%
Urban	6.3%	4.8%
Metropolitan	93.7%	95.2%

Notes:

1. The locations have been categorized as per RBI Classification System – rural/semiurban/urban/metropolitan

Source: https://censusindia.gov.in/nada/index.php/catalog/42560/download/46186/2011-IndiaStateDistSbDistTwnWrd-0000.xlsx

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
-	-

Not applicable as no SIA was undertaken in the reporting period.

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	Total Spent (₹)
1	Andhra Pradesh	Visakhapatnam	397,111
2	Andhra Pradesh	Vizianagaram	286,724
3	Andhra Pradesh	Y.S.R. Kadapa	1,119,158
4	Assam	Baksa	62,770
5	Assam	Barpeta	1,035,142
6	Assam	Udalguri	10,000
7	Bihar	Araria	147,120
8	Bihar	Aurangabad	8,000
9	Bihar	Banka	28,460
10	Bihar	Begusarai	70,620
11	Bihar	Gaya	435,864
12	Bihar	Katihar	121,200
13	Bihar	Muzaffarpur	155,066
14	Bihar	Nawada	40,425
15	Bihar	Purnia	174,800
16	Bihar	Sheikhpura	91,000
17	Bihar	Sitamarhi	68,000
18	Chhattisgarh	Rajnandgaon	45,251
19	Gujarat	Dahod	10,077,918
20	Jammu & Kashmir	Baramulla	34,507
21	Jharkhand	Bokaro	249,221
22	Jharkhand	Chatra	121,864
23	Jharkhand	Dumka	75,000
24	Jharkhand	Garhwa	117,170
25	Jharkhand	Giridih	211,000
26	Jharkhand	Godda	53,557
27	Jharkhand	Hazaribagh	212,432
28	Jharkhand	Latehar	35,000
29	Jharkhand	Lohardaga	70,050
30	Jharkhand	Pakur	101,189
31	Jharkhand	Palamu	90,332
32	Jharkhand	Purbi Singhbhum	217,157
33	Jharkhand	Ranchi	369,704
34	Jharkhand	Simdega	67,385

S. No.	State	Aspirational District	Total Spent (₹)
35	Karnataka	Raichur	192,530
36	Karnataka	Yadgir	92,500
37	Kerala	Wayanad	193,120
38	Madhya Pradesh	Chhatarpur	57,570
39	Madhya Pradesh	Damoh	3,941,667
40	Madhya Pradesh	Guna	985,417
41	Madhya Pradesh	Rajgarh	64,720
42	Maharashtra	Gadchiroli	77,051
43	Maharashtra	Nandurbar	123,485
44	Maharashtra	Osmanabad	412,587
45	Odisha	Dhenkanal	985,417
46	Odisha	Gajapati	985,417
47	Punjab	Moga	91,700
48	Rajasthan	Jaisalmer	59,500
49	Sikkim	West Sikkim	41,750
50	Tamil Nadu	Virudhunagar	137,985
51	Telangana	Bhadradri-Kothagudem	35,000
52	Telangana	Bhoopalapally	40,000
53	Uttar Pradesh	Chandauli	20,000
54	Uttar Pradesh	Fatehpur	147,120
55	Uttar Pradesh	Siddharthnagar	99,225
56	Uttar Pradesh	Sonbhadra	62,200
57	Uttarakhand	Udham Singh Nagar	1,370,036
58	Uttarakhand	Haridwar	408,126

3. a. **Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)**

   No, contracts are awarded on merit and not on preference.

   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)
NA	NA	NA	NA

Siemens Limited does not have (acquired or owned) Intellectual Property Rights based on the traditional knowledge during the reporting period.

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**

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	IGnITE – Indo-German Initiative for Technical Education	25,271	100%
2	Dual VET at Government ITI	63,428	100%
3	Siemens Scholarship Program – Batch IX	152	100%
4	Siemens Scholarship Program – Batch X	157	100%
5	Siemens Scholarship Program – Batch XI	218	100%
6	Siemens Scholarship Program – Batch XII	225	100%
7	Siemens Scholarship Program – Batch XIII	250	100%
8	Project Jigyaasa – STEM in schools	18,200	100%
9	Project Asha – Jawhar Cluster I	60,285	100%
10	Project Asha – Jawhar Cluster II	4,130	100%
11	Project Asha – Dahod	1,525	100%

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

Siemens is committed to helping customers achieve their sustainability goals. More than 90% of Siemens' business enables customers to achieve a positive sustainability impact. By combining the real and digital worlds, Siemens supports customers along key impact areas : decarbonization and energy efficiency, resource efficiency and circularity and people centricity and societal impact. Siemens is committed to engaging with consumers responsibly by providing clear and accurate information about their products and services. This includes details on safe usage, disposal, and the environmental impact of the products. The Company has mechanisms in place to receive and respond to consumer feedback. This includes surveys, customer service hotlines, and online feedback forms.

Material Topic	Type	Policies	Ambitions	Actions
Product Safety and Quality	PI, NI, R	Product Safety & Quality Policy	Zero product-related fatalities Continuous risk reduction Zero material compliance violations High system reliability and availability	Design controls, testing, and certification Incident reporting and corrective actions improvement and quality audits
Privacy & Cybersecurity	PI, O, R	Risk & Quality Management Systems Data Protection & Cybersecurity Policies	Protect customer and business data Zero major data breaches Strong cyber resilience	Security controls and monitoring Incident response and remediation Regular audits and awareness programs

* **Note:** PI – Positive Impact; NI – Negative Impact; O – Opportunity; R – Risk

Essential Indicators

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

   Siemens Limited has a defined a process to ensure all the complaints and feedback from customers received from multiple channels are addressed. These multiple channels integrated within the defined process include,

   (i) Dedicated toll-free number that is active from 8 am - 8 pm Monday to Saturday

   (ii) Dedicated contact page on website that includes multiple enquiry forms to address different types of enquiries and is accessible 24*7, all days of the week

   (iii) Complaints/Feedback received on Email

   (iv) Complaints/Feedback received directly by Siemens representative via phone or other means

   Dedicated expert teams within the businesses manage all the complaints and feedback to ensure prompt response and timely resolution. The received complaints and feedback are captured within an online tool where tickets are generated, assigned to the experts from relevant business units, tracked, and managed as per the defined process.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	21.9
Safe and responsible usage	100
Recycling and/or safe disposal	100

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

Category	FY 2026			FY 2024		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	-	-	-	-	-	
Advertising	-	-	-	-	-	
Cyber-security	-	-	-	-	-	
Delivery of essential services	-	-	-	-	-	
Restrictive Trade Practices	-	-	-	-	-	
Other	915	473		989	83	

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

Category	Number	Reasons for recall
Voluntary recalls	3	Manufacturing quality defects
Forced recalls	0	NA

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

Cybersecurity

Siemens AG has established a global Product Computer Emergency Response Team (CERT) to address the reported vulnerabilities in its products and Siemens publishes the remedial measures for these reported vulnerabilities.

More details on the framework are available on

https://new.siemens.com/global/en/products/services/cert.html#SecurityPublications

https://new.siemens.com/global/en/Company/topic-areas/cybersecurity.html

Data Privacy

Siemens processes personal data in compliance with applicable laws on data protection and data security. This policy is applicable to all entities of Siemens AG. For data privacy there is a global policy available at https://new.siemens.com/global/en/general/legal/business-partner-privacy-notice.html

Every information asset needs to undergo Asset Classification and Protection process, a risk-based approach during which the Business Impact Assessment (BIA) is carried out. BIA questionnaire has sections on cybersecurity as well as Data Privacy related risks pertaining to the information asset.

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.**

1) There were no consumer complaints on issues relating to advertising, delivery of essential services, cyber security and data privacy of customers.

2) The complaints in 'others' category under indicator 5 of this principle pertains to either product delivery or service issues.

3) The respective businesses have resolved the complaints effectively.

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

a.	**Number of instances of data breaches**	0
b.	**Percentage of data breaches involving personally identifiable information of customers**	0
c.	**Impact, if any, of the data breaches**	Currently there are no incidents recorded pertaining to data breaches.

Notes: The above information in respect of data breach has been disclosed based on the Company's internally defined criteria for such incidents. The Company qualifies any incident after necessary forensics by Cybersecurity experts as a breach when unauthorized parties access sensitive or confidential information resulting in financial or reputational damage to the organization.

Leadership Indicators

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

   The information on products and services is available on the Siemens website as under:

   1) Siemens India website: https://www.siemens.com/in/en.html
   2) Siemens India Twitter/X: https://twitter.com/SiemensIndia
   3) Siemens India Instagram: https://www.instagram.com/siemensindia
   4) Siemens India Facebook: https://www.facebook.com/SiemensInIndia/
   5) Siemens Global LinkedIn (India also uses this account): https://www.linkedin.com/company/siemens/posts/
   6) Siemens Global YouTube (India also uses this account): https://www.youtube.com/@Siemens

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

   The usage of products and services is outlined in manuals and videos available on the Siemens platforms.

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

   Siemens is not involved in directly providing essential services (as per essential service definition given in The Essential Services Maintenance Act, 1981), however, Siemens also supplies its product and services to customer who are provider of essential services like Railways, Power utilities etc. Siemens strives to ensure that its customer face minimum disruption in their operations and services. Siemens maintains continuous connect with its customers which ensures smooth running of their operations.

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, products / services of Siemens Limited adhere to all relevant laws and applicable regulations including product labelling. Beyond that the Company also adhere to the product labelling norms as applicable and required as per global established standards e.g., Siemens uses EPD (Environmental Product Declaration) for communication.

   Siemens Limited carried out consumer satisfaction survey based on Net Promoter Score (NPS) methodology. NPS is an internationally followed and recognized approach based on the commonly applied performance indicators. Besides the NPS, customer feedback is gathered post customer interaction, such as product or service delivery as well as during the project execution / completion. The inputs are analysed for bringing about relevant continual process improvements.

BRSR CORE - VALUE CHAIN PERFORMANCE DISCLOSURE

1. Introduction

The Securities and Exchange Board of India ("SEBI") introduced the Business Responsibility and Sustainability Reporting framework in 2021 to standardize ESG disclosures for the top 1,000 listed entities in India, aligned with the National Guidelines on Responsible Business Conduct (NGRBC). From FY 2023-24, BRSR reporting became mandatory for top 1000 listed entities in India, along with the introduction of BRSR Core, a subset of nine key ESG attributes requiring enhanced disclosures. To extend transparency beyond direct operations, SEBI mandated value chain disclosures for BRSR Core KPIs through its July 12, 2023, circular. Subsequently, the March 2025 circular requires the top 250 listed entities to voluntarily disclose attributable core KPI data of value chain from FY 2025-26, with voluntary assurance/assessment from FY 2026-27. Additionally, as clarified by the Expert Committee (2024), value chain allocation should be carried out at the entity level using economic allocation methods, such as revenue or procurement share, rather than at a granular operational level.

The value chain includes upstream (suppliers) and downstream (customers) partners. As per SEBI guidance, entities must consider partners individually contributing 2% or more of total purchases or sales (by value), while disclosures may be limited to partners cumulatively covering at least 75% of total purchases and sales.

2. Methodology and Approach

Data for the BRSR Core indicators has been sourced using a combination of publicly available disclosures and direct partner engagement to ensure reliability and consistency. Specifically, information was obtained from published BRSR and sustainability reports, XBRL filings available on the National Stock Exchange of India Ltd. platform, and responses collected through the through digital platforms. The data pertains to FY 2024-25 (April 1, 2024 to March 31, 2025), which has been uniformly adopted across value chain partners, as the majority of suppliers and customers follow the same reporting period.

The economic allocation methodology was adopted using purchase share for customers and revenue share for suppliers. The supplier attribution factor is calculated as revenue from Siemens divided by the supplier's total revenue, representing the share of business linked to Siemens.

$$Attribution\ Factor\ for\ Suppliers\ = \frac{Total\ revenue\ from\ Siemens}{Total\ revenue\ of\ the\ supplier}$$

Similarly, the customer attribution factor is calculated as purchases from Siemens divided by the customer's total purchases, reflecting the proportion of spending allocated to Siemens.

$$Attribution\ Factor\ for\ Customer\ \quad \frac{Total\ purchase\ from\ Siemens}{Total\ purchase\ of\ the\ customer}$$

Aggregated value-chain metrics are calculated by summing the attributed contributions from each partner, where the attributed value for any metric (e.g., GHG emissions, water consumption or well-being spent etc.) is determined by multiplying the partner's reported figure by its economic allocation factor for suppliers. For example, Aggregated GHG emissions of suppliers are calculated by summing each supplier's GHG emissions, weighted by the share of revenue that the supplier earns from Siemens in its total revenue.

$$Aggregated\ GHG\ emissions\ of\ Suppliers = \sum_{i=1}^{n} \frac{Total\ revenue\ from\ Siemens_n}{Total\ revneue\ of\ the\ Suppliers_n}\ X\ GHG\ emissions\ of\ Supplier_n$$

And, Aggregated GHG emissions of customers are calculated by summing each customer's GHG emissions, weighted by the share of purchase that the customers have with Siemens in its total purchase.

$$Aggregated\ GHG\ emissions\ of\ Customers = \sum_{i=1}^{n} \frac{Total\ purchase\ from\ Siemens_n}{Total\ purchase\ of\ the\ customer_n}\ X\ GHG\ emissions\ of\ Customer_n$$

3. Boundary

Value chain partners are identified one year in advance to enable structured engagement, timely data collection, and consistent reporting. For upstream and downstream disclosures, suppliers are shortlisted based on their contribution to total procurement spend, while customers are selected based on purchase value and strategic importance for FY 2023–24 (reporting period: 1 October to 30 September). This approach facilitates early identification of priority partners and supports timely collection of BRSR Core data following the close of the financial year

For FY 2023–24, the value chain coverage included 11.46% of total purchases (upstream) and 22.5% of total revenue (downstream).

For FY 2024–25, a largely similar set of suppliers was retained to ensure consistency and comparability in reporting. The value chain reporting boundary covers 9.16% of total purchases and 6.36% of total sales. The decline in coverage is primarily attributable to organizational restructuring, specifically the demerger, which impacted the overall business composition and corresponding value chain proportions.

4. Value Chain Disclosure

SEBI require the results to be reported for the 9 key BRSR core Attributes and it has provided the flexibility to report the number in bifurcation or aggregation.

Attributes 1: GHG Footprint

Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:	**Unit**	**Customers**	**Suppliers**
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO_2 equivalent	1,067,927.39	17,215.09*
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO_2 equivalent	18,712.34	3,844.79#
Total Scope 1 and Scope 2 emission intensity per rupee of turnover **(Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)**	MTCO2e/INR Million	48.97	1.62
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) **(Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)**	MTCO2e/ ppp adjusted USD Million	1,011.69	33.55

Notes: *4 of the 10 suppliers scope 1 emission data was not reported

The electricity consumption data was extracted from the supplier provided electricity bills and the emission factor (from CEA version 20.0 was used) to estimate the scope 2 emissions.

PPP adjusted conversion factor, 20.66, was taken from IMF 2025.

Revenue considered is the total attributed revenue of the suppliers and customers.

Attribute 2: Water Footprint

Provide details of the following disclosures related to water, in the following format	**Customers**	**Suppliers**
Water withdrawal by source (in kilolitres)		
(i) Surface water	5,094,663.75	35,733.17
(ii) Groundwater	46,957.92	30,223.50
(iii) Third party water	64,129.86	19,492.34
(iv) Seawater / desalinated water	8,731,453.35	1,044.10
(v) Others	35,597.72	11,948.14
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**13,972,802.60**	**98,441.25**
Total volume of water consumption (in kilolitres)	**2,973,253.98**	**100,895.60**
Water intensity per rupee of turnover (Kl/INR Million)	133.99	7.78
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) (KL/ ppp adjusted Million USD)	2,768.18	160.74

No intensity of output is reported because the production units are different for the suppliers, i.e. MVH, KWH, MT, No.

Provide the following details related to water discharged:		Customers	Suppliers
Water discharge by destination and level of treatment (in kilolitres)			
(i)	**To Surface water**	2,587,058.99	2,080.56
	No treatment	2,563,943.76	-
	With treatment – please specify level of treatment	23,115.24	2,080.56
(ii)	**To Groundwater**	9,874.50	2,263.45
	No treatment	-	-
	With treatment – please specify level of treatment	9,874.50	2,263.45
(iii)	**To Seawater**	8,265,281.10	1,070.57
	No treatment	8,232,830.49	-
	With treatment – please specify level of treatment	32,450.61	1,070.57
(iv)	**Sent to third parties**	5,260.09	5,730.53
	No treatment	1,069.92	5,729.99
	With treatment – please specify level of treatment	4,190.18	0.54
(v)	Others	2,897.17	12,693.71
	No treatment	-	-
	With treatment – please specify level of treatment	2,897.17	12,693.71
Total water discharged (in kilolitres)		**10,870,371.85**	**23,838.82**

Note: For five suppliers, water metrics were estimated using CGWA norms based on Full time employees (FTEs), assuming 305 days, with 2:1 consumption-discharge ratio.

Attribute 3: Energy Footprint

Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:	Customers	Suppliers
From renewable sources (GJ)		
Total electricity consumption (A)	5,159.19	4,501.88
Total fuel consumption (B)	377,214.60	264,894.80
Energy consumption through other sources (C)	0	594.79
Total energy consumed from renewable sources (A+B+C)	**382,373.79**	**269,991.47**
From non-renewable sources (GJ)		
Total electricity consumption (D)	84,078.67	168,958.50
Total fuel consumption (E)	11,516,468.65	181,435.71
Energy consumption through other sources (F)	757.42	360.28
Total energy consumed from nonrenewable sources (D+E+F)	**11,601,304.74**	**350,754.49**
Total energy consumed (A+B+C+D+E+F)	**11,983,678.53**	**620,745.96**
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) (GJ per INR Million)	540.04	47.87
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) (GJ per ppp adjusted Million USD)	11,157.13	988.94
No intensity of output is reported because the production units are different for the suppliers i.e. MVH, KWH, MT, No.		

***Notes:** One of the suppliers provided the data for the period August 2024 to September 2025.

The attributed % of renewable electricity for supplier was 43.49% and customer was 3.19%

Attribute 4: Embracing Circularity

Provide details related to waste management by the entity, in the following format:	Customers	Suppliers
Total Waste generated (in metric tonnes)		
Plastic waste (A)	17.54	19.94
E-waste (B)	2.82	0.19
Bio-medical waste (C)	0.36	0.01
Construction and demolition waste (D)	57.51	58.83
Battery waste (E)	4.44	0.23
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	1,922.20	3,308.09
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	42,880.51	36,589.10
Total (A+B + C + D + E + F + G + H)	**44,885.38**	**39,976.41**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (MT/INR Million)	2.0227	3.08
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) (MT/ppp adjusted Million USD)	41.79	63.69

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

	Customers	Suppliers
Category of waste		
(i) Recycled	36,482.33	1,470.00
(ii) Re-used	10,625.53	7,603.50
(iii) Other recovery operations	0.09	3,468.30
Total waste diverted from disposal	**47,107.95**	**12,541.80**

Total For each category of waste generated total waste disposed by nature of disposal method (in metric tonnes)

Category of waste	Customers	Suppliers
(i) Incineration	29.06	0.37
(ii) Landfilling	672.41	19,790.67
(iii) Other disposal operations	39.42	22.26
Total waste diverted to disposal	**740.89**	**19,813.31**

Note: For two of the customers the waste disposed & recycled was more than generated, it is assumed that it reflects clearance of previously accumulated or legacy waste from prior reporting years. For one supplier, the remaining waste at the end of reporting year is assumed to be disposed through other disposal operations.

Attribute 5: Enhancing Employee Well being & Safety

Spending on measures towards well-being of employees and workers – cost incurred as a % of total revenue of the company	Customers	Suppliers
Cost incurred on well-being measures as a % of total revenue of the Company	0.37	3.51

Note: For five customers, Annual Report revenue was used for consistency, superseding XBRL data variations.

Attribute 6. Enabling Gender Diversity in Business

Gross wages paid to females as % of wages paid by the entity, in the following format:	**Customers**	**Suppliers**
Gross wages paid to females	8%	5%
(Gross wages paid to females as % of total wages)		

Note: For four customers, there was variation in gross wages in XBRL for attribute 6&7, total gross wages of attribute 7 was considered to keep the gross wages consistent.

Attribute 7. Enabling Inclusive Development

	Customers	**Suppliers**
Directly sourced from MSMEs/ small producers	19.47	48.87
Sourced directly from within the district and neighboring districts	34.47	83.78

Note: For consolidation of this KPI, data from 10 customers and 3 suppliers has been considered for reporting purposes.

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:	**Customers**	**Suppliers**
Rural areas	23	49
Semi-Urban areas	7	13
Urban areas	17	25
Metropolitan area	**53**	**0**

Note: For consolidation of this KPI, data from 10 customers and 3 suppliers has been considered for reporting purposes.

Attribute 8. Fairness in Engaging with Customers and Suppliers

Number of days of accounts payables	**Customers**	**Suppliers**
Number of days of accounts payables	72.47	57.05

Note: For consolidation of this KPI, data from 10 customers and 3 suppliers has been considered for reporting purposes.

Annexure

Web Links of Siemens Policies

Siemens Policies in line with the National Guidelines on Responsible Business Conduct

1. Siemens Business Conduct Guidelines:

   https://assets.new.siemens.com/siemens/assets/api/uuid:5c242542-e991-4b97-af63-090ad509be74/sag-bcg-en.pdf

2. Siemens Group Code of Conduct for Suppliers and Third-Party Intermediaries

   https://assets.new.siemens.com/siemens/assets/api/uuid:5b82cbba-5aa2-4bab-b734-895c7f32dbe9/CoC-and-CR-Declaration-V5.0.pdf

3. Corporate Social Responsibility Policy:

   https://assets.new.siemens.com/siemens/assets/api/uuid:10b24012-19f9-455f-a453-626e1f2c079b/CSR-Policy_original.pdf

4. Policy for determination of materiality of any event / information

   https://assets.ctfassets.net/17si5cpawjzf/3ETzCMyDyoGe94XVvZt49S/e953eef5b339762f809483931538cf64/sl-materiality-policy-09-08-2024.pdf

5. Human Rights related to Siemens' fundamental working and employment conditions on Siemens' employees:

   https://www.siemens.com/en-us/company/about/social-commitments/human-rights/

6. Whistle-blower Policy:

   https://assets.new.siemens.com/siemens/assets/api/uuid:45cfae33-48fe-4cfb-a30f-3c2a5c23368d/Compliance-Violation-Reporting-Policy-SL-2026_original.pdf

7. Policy on Related Party Transactions:

   https://assets.ctfassets.net/17si5cpawjzf/3DG9Ws30MEcPAmo1EePnqP/93250204981a79ceeb580a0c0ffcca75/Policy-on-Related-Party-Transactions-Feb2025.pdf

8. General Policies:

   https://www.siemens.com/en-us/company/investor-relations-india/corporate-governance/

   All other policies are available on the Company's internal network.

Independent Practitioner's Reasonable Assurance Report on Identified Sustainability Information in Siemens Limited's Business Responsibility and Sustainability Report pursuant to the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015

To the Board of Directors of Siemens Limited

We have undertaken to perform a reasonable assurance engagement for Siemens Limited (the "Company") vide our Engagement Letter dated July 22, 2025 and the addendum to the engagement letter dated December 23, 2025, in respect of the agreed Sustainability Information referred in "Identified Sustainability Information" paragraph below (the "Identified Sustainability Information") in accordance with the Criteria stated in the "Criteria" paragraph below. The Identified Sustainability Information is included in the Business Responsibility and Sustainability Report ("BRSR") section in the Annual Report of the Company for the eighteen months period ended March 31, 2026, pursuant to the requirement of Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (as amended) (the "LODR Regulations").

This engagement was conducted by a team comprising assurance practitioners and engineer/ environment expert.

Identified Sustainability Information

The Identified Sustainability Information for the eighteen months period ended March 31, 2026, is summarised in Appendix 1 to this report.

Our reasonable assurance engagement was only with respect to the Identified Sustainability Information included in the BRSR of the Company for the eighteen months period ended March 31, 2026.

Criteria

The criteria used by the Company to prepare the Identified Sustainability Information is the "BRSR Core", which is a subset of the BRSR, consisting of a set of Key Performance Indicators ("KPIs")/ metrics under nine Environmental, Social and Governance ("ESG") attributes, as per the format of BRSR Core specified in Annexure 17A read with the format of BRSR and the guidance note given in Annexure 16 and 17, respectively, of the Master Circular SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024, and the 'Industry Standards on Reporting of BRSR Core' issued by the Securities and Exchange Board of India ("SEBI") vide circular SEBI/HO/CFD-PoD-1/P/CIR/2024/177 dated December 20, 2024 (collectively referred to as the "SEBI Circulars").

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Management's Responsibilities

The Company's Management is responsible for determining the Reporting Boundary of the BRSR, and for selecting or establishing suitable criteria for preparing the Identified Sustainability Information, taking into account applicable laws and regulations including the SEBI Circulars, related to reporting on the Identified Sustainability Information, identification of key aspects, engagement with stakeholders, and content, preparation and presentation of the Identified Sustainability Information in accordance with the Criteria. This responsibility includes design, implementation, and maintenance of internal control relevant to the preparation of the BRSR, and the measurement of Identified Sustainability Information, which is free from material misstatement, whether due to fraud or error. The Management and the Board of Directors of the Company are also responsible for overseeing the Company's compliance with the requirements of LODR Regulations and the SEBI Circulars in relation to the BRSR Core.

Inherent Limitations in preparing the Identified Sustainability Information

The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities. In addition, Greenhouse Gas ("GHG") quantification is subject to inherent uncertainty because of incomplete scientific knowledge used to determine emissions factors and the values needed to combine emissions of different gases.

Our Independence and Quality Control

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics issued by the Institute of Chartered Accountants of India ("ICAI") and the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standard Board for Accountants ("IESBA Code"), which is founded on the fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Price Waterhouse Chartered Accountants LLP (the "Firm") applies Standard on Quality Control 1, "Quality Control for Firms that Perform Audits and Reviews of Historical Financial Information, and Other Assurance and Related Services Engagements", the International Standard on Quality Management ("ISQM") 1 "Quality Management for Firms that perform Audits or Reviews of Financials Statements, or Other Assurance or Related Services Engagements" and ISQM 2 "Engagement Quality reviews", and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

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Practitioner's Responsibilities

Our responsibility is to express a reasonable assurance opinion on the Identified Sustainability Information based on the procedures we have performed and the evidence we have obtained.

We conducted our engagement in accordance with the Standard on Sustainability Assurance Engagements ("SSAE") 3000, "Assurance Engagements on Sustainability Information" and the Standard on Assurance Engagements ("SAE") 3410, "Assurance Engagements on Greenhouse Gas Statements", both issued by the Sustainability Reporting Standards Board of the ICAI, and the International Standard on Assurance Engagement ("ISAE") 3000 (Revised), "Assurance Engagements other than Audits or Reviews of Historical Financial Information" and the ISAE 3410 "Assurance Engagements on Greenhouse Gas Statements", both issued by the International Auditing and Assurance Standards Board (collectively referred to as "the Standards").

These Standards require that we plan and perform our engagement to obtain reasonable assurance about whether the Identified Sustainability Information is prepared, in all material respects, in accordance with the Criteria. A reasonable assurance engagement involves assessing the risks of material misstatement of the Identified Sustainability Information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances and evaluating the overall presentation of the Identified Sustainability Information.

The procedures we performed were based on our professional judgement, and included inquiries, observation of processes performed, inspection of documents, evaluating the appropriateness of quantification methods and reporting policies, and agreeing or reconciling with underlying records.

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

- Obtained an understanding of the Identified Sustainability Information and related disclosures.
- Obtained an understanding of the assessment criteria and their suitability for the evaluation and/ or measurements of the Identified Sustainability Information.
- Made enquiries of the Company's Management, including the various teams such as Sustainability team, Human Resources teams etc., and those with responsibility for managing the Company's BRSR.
- Obtained an understanding and performed an evaluation of the design of the key systems, processes, and controls for managing, recording and reporting on the Identified Sustainability Information within the standalone reporting boundary (as mentioned in the BRSR). Further, for select Identified Sustainability Information, in addition to obtaining an understanding and evaluating the design of Information Technology General Controls (ITGCs), operating effectiveness of ITGCs were also tested.
- Checked the consolidation for sites and corporate offices within the standalone reporting boundary (as mentioned in the BRSR) for ensuring the completeness of data being reported.
- Based on the above understanding and the risks that the Identified Sustainability Information may be materially misstated, determined the nature, timing and extent of further procedures.

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- Performed substantive testing on a sample basis of the Identified Sustainability Information for sites and corporate offices within the standalone reporting boundary (as mentioned in the BRSR) to verify that data had been appropriately measured with underlying documents recorded, collated and reported. This included assessing the records and performed testing including recalculation of sample data to establish an assurance trail.
- Assessed the level of adherence to the BRSR Core format issued by SEBI and followed by the Company in preparing the BRSR.
- Assessed the BRSR for detecting, on a test basis, any major anomalies between the information reported in the BRSR on performance with respect to Identified Sustainability Information and relevant source data/ information.
- Where applicable for the Identified Sustainability Information in the BRSR, we have relied on the information in the audited standalone financial statements of the Company for the eighteen months period ended March 31, 2026 and the underlying books and records.
- Evaluated the reasonableness and appropriateness of significant estimates and judgments made by the Management in the preparation of the Identified Sustainable Information.
- Obtained representations from the Company's Management.

Exclusions

Our reasonable assurance scope excludes the following and, therefore, we do not express an opinion on the same:

- Operations of the Company other than the Identified Sustainability Information listed in Appendix 1 to this report.
- Aspects of the BRSR and data/ information (qualitative or quantitative) included in the BRSR other than the Identified Sustainability Information.
- Data and information outside the defined reporting period, i.e., eighteen months period ended March 31, 2026.
- The statements that describe expression of opinion, belief, aspiration, expectation, aim or future intentions provided by the Company and testing or assessing any forward-looking assertions and/ or data.

Opinion

Based on the procedures performed and the evidence obtained, the Company's Identified Sustainability Information summarised in Appendix 1 to this report and included in the BRSR for the eighteen months period ended March 31, 2026, are prepared, in all material respects, in accordance with the Criteria specified in the "Criteria" section of our report.

Restriction on Use

Our obligations in respect of this report are entirely separate from, and our responsibility and liability is in no way changed by, any other role we may have (or may have had) as auditors of the Company or otherwise. Nothing in this report, nor anything said or done in the course of or in connection with the services that are the subject of this report, will extend any duty of care we may have in our capacity as auditor of the Company.

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This report has been issued at the request of the Board of Directors of the Company to whom it is addressed, solely to enable them to comply with the requirements of the SEBI Circulars and LODR Regulations, on reporting Company's sustainability performance and activities, and for publishing the same as a part of BRSR forming part of Company's Annual Report, which will be published on the Company's website. Our report should not be used for any other purpose or by any person other than the addressee of our report. Price Waterhouse Chartered Accountants LLP does not accept or assume any liability or any duty of care for any other purpose or to any person other than the Company.

For Price Waterhouse Chartered Accountants LLP
Firm Registration Number: FRN012754N/N500016

Nitin Khatri
Partner
Membership Number: 110282
UDIN: 26110282KYUHQN6030

Place: Mumbai
Date: May 26, 2026

Appendix 1

Identified Sustainability Information (BRSR Core Indicators)

Sr. No.	Principle and indicator reference*	Attribute	Parameters (Key Performance Indicators) assured
1.	Principle 6 – E7	Green-house gas (GHG) footprint	1. Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available) 2. Total Scope 2 emissions (Break-up of the GHG (CO_2e) into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available) 3. GHG Emission Intensity (Scope 1 +2) a) Total Scope 1 and Scope 2 emissions (MT)/ Total Revenue from operations adjusted for PPP b) Total Scope 1 and Scope 2 emissions (MT)/ Total output of product or services
2.	Principle 6 – E3 and E4	Water footprint	1. Total water consumption 2. Water consumption intensity a) Water Intensity per rupee of turnover adjusted for PPP b) Water Intensity in terms of physical output. 3. Water Discharge by destination and levels of Treatment
3.	Principle 6 – E1	Energy footprint	1. Total Energy Consumed 2. % of energy consumed from renewable sources 3. Energy intensity a) Energy Intensity per rupee of turnover adjusted for PPP b) Energy Intensity in terms of physical output.
4.	Principle 6 – E9	Embracing circularity- details related to waste management by the entity	1) Plastic waste (A) 2) E-waste (B) 3) Bio-medical waste (C) 4) Construction and demolition waste (D) 5) Battery waste (E) 6) Radioactive waste (F) 7) Other Hazardous waste. Please specify, if any. (G)

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Sr. No.	Principle and indicator reference*	Attribute	Parameters (Key Performance Indicators) assured
			8) Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector) 9) Total waste generated (A+B + C + D + E + F + G + H) 10) Waste intensity a) Waste Intensity per rupee of turnover adjusted for PPP b) Waste Intensity in terms of physical output 11) Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations 12) For each category of waste generated, total waste disposed by nature of disposal method
5.	Principle 3 – E1(C) Principle 3 – E11	Enhancing employee wellbeing and Safety	1. Spending on measures towards well-being of employees and workers- cost incurred as a % of total revenue of the company 2. Details of safety related incidents for employees and workers (including contract-workforce e.g. workers in the company's construction sites) a) Number of Permanent Disabilities b) Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) c) No of fatalities
6.	Principle 5 – E3(b) Principle 5 – E7	Enabling Gender Diversity in Business	1. Gross wages paid to females as a % of wages paid 2. Complaints on POSH a) Total Complaints on Sexual Harassment (POSH) reported. b) Complaints on POSH as a % of female employees / workers c) Complaints on POSH upheld
7.	Principle 8 – E4	Enabling Inclusive Development	1. Input material sourced from following sources as % of total purchases –Directly sourced from MSMEs/ small producers and from within India

Sr. No.	Principle and indicator reference*	Attribute	Parameters (Key Performance Indicators) assured
	Principle 8 – E5		2. Job creation in smaller towns- wages paid to people employed in smaller towns (permanent or non-permanent/on contract) as % of total wage cost
8.	Principle 9 – E7 Principle 1 – E8	Fairness in Engaging with Customers and Suppliers	1. Instances involving loss/ breach of data of customers as a percentage of total data breaches or cyber security events 2. Number of days of accounts payable
9.	Principle 1 – E9	Open-ness of business	1. Concentration of purchases & sales done with trading houses, dealers, and related parties a) Purchases from trading houses as % of total purchases b) Number of trading houses where purchases are made from c) Purchases from top 10 trading houses as % of total purchases from trading houses d) Sales to dealers / distributors as % of total sales e) Number of dealers / distributors to whom sales are made f) Sales to top 10 dealers / distributors as % of total sales to dealers / distributors 2. Loans and advances & investments with related parties Share of RPTs (as respective %age) in- a) Purchases b) Sales c) Loans & advances d) Investments

***'E' indicates Essential Indicator**

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