BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. **Details of the listed entity**

1.	**Corporate Identity Number (CIN) of the Listed Entity**	:	L28113MH2010PLC312871
2.	**Name of the Listed Entity**	:	RHI Magnesita India Limited
3.	**Year of Incorporation**	:	2010
4.	**Registered office address**	:	Unit No. 705, 7th Floor, Lodha Supremus, Kanjurmarg Village Road, Kanjurmarg (East), Mumbai -400042 Maharashtra, India
5.	**Corporate office address**	:	19th & 20th Floor, DLF Square, M-Block, Phase-II, Jacaranda Marg, DLF City, Sector-25, Gurugram -122002 Haryana, India
6.	**Company E-mail id**	:	Corporate.india@rhimagnesita.com
7.	**Company Telephone Number**	:	+91 124 4299000
8.	**Company Website**	:	www.rhimagnesitaindia.com
9.	**Financial year for which reporting is being done**	:	April 1, 2025 to March 31, 2026
10.	**Name of the Stock Exchange(s) where shares are listed**	:	- National Stock Exchange of India Limited (Scrip Code: RHIM) - BSE Limited (Scrip Code: 534076)
11.	**Paid-up capital (as on March 31, 2026)**	:	₹206,501,426
12.	**Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report**	:	Azim Syed, Chief Financial Officer Contact no.: +91 124 4299000 E-mail ID: Azim.Syed@rhimagnesita.com
13.	**Reporting boundary**	:	The financial, environmental, social and governance disclosures made in this report are on a standalone basis i.e. for RHI Magnesita India Limited
14.	**Name of the assurance provider**	:	Nayyar Maniar Sharma & Associates LLP
15.	**Type of assurance obtained**	:	Limited Assurance

Throughout this Report, the phrase "**RHIM**" or "**RHIM India**" or "**the Company**" refers to the RHI Magnesita India Limited.

II. **Products/services**

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

Sr. No.	Description of main activity	Description of business activity	% of turnover of the entity
1.	Manufacturing, Trading and Sale of Refractories and Services thereof.	The Company is one of the prominent manufacturer and trader of specialized refractory products and total refractory solution provider.	100

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

Sr. No.	Product/Service	NIC Code	% of total turnover contributed
1.	Manufacturing, Trading and Sale of Refractories and Services thereof.	2391	100

III. Operations

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

Location	Number of operational locations	Number of offices	Total number of plants and/ or operations/offices
National	4	48	52
International	0	0	0

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	All states & Union Territories
International (No. of Countries)	60+ Countries

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

11.48% of total turnover of standalone entity.

c. A brief on types of customers

Customers of the Company primarily are producers of Iron, Steel, Cement, Lime, Non-Ferrous Metals, Glass situated in India and abroad spread throughout the World

IV. Employees

20. Details as at the end of Financial Year March 31, 2026

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1.	Permanent (D)	1,292	1,196	92.57	96	7.43
2.	Other than Permanent (E)	5	5	100.00	0	0.00
3.	**Total Employees (D+E)**	**1,297**	**1,201**	**92.60**	**96**	**7.40**
Workers						
1.	Permanent (F)	349	348	99.71	1	0.29
2.	Other than Permanent (G)	1,925	1,657	86.07	268	13.92
3.	**Total Workers (F+G)**	**2,274**	**2,005**	**88.17**	**269**	**11.82**

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

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1.	Permanent (D)	0	0	0.00	0	0.00
2.	Other than Permanent (E)	0	0	0.00	0	0.00
3.	**Total Employees (D+E)**	0	0	0.00	0	0.00
Workers						
1.	Permanent (F)	0	0	0.00	0	0.00
2.	Other than Permanent (G)	0	0	0.00	0	0.00
3.	**Total Workers (F+G)**	0	0	0.00	0	0.00

21. Participation/Inclusion/Representation of women

Category	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8	1	12.50%
Key Management Personnels	1*	0	0.00

** Excluding Chairman, Managing Director & CEO and Whole Time Director who are forming part of Board of Directors*

22. Turnover rate for permanent employees and workers

Category	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent employees and workers	9.63	10.29	9.67	10.66	17.10	11.05	14.00	2.00	16.00

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

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

Sr. No.	Name of the Holding/ Subsidiary/ Associate Companies/ Joint Ventures	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.	RHI Magnesita N.V.	Ultimate Holding	56.07% through its subsidiary companies holds shares in listed entity	No
2.	RHI Magnesita India Refractories Limited	Subsidiary	100%	No
3.	Intermetal Engineers (India) Private Limited	Subsidiary	100%	No
4.	RHI Magnesita Seven Refractories Limited*	Stepdown Subsidiary	100 % through subsidiary	No
5.	Ashwath Technologies private Limited#	Stepdown Subsidiary	100% through subsidiary	No

** Subsidiary of RHI Magnesita India Refractories Limited merged and got merged into it with effect from February 2, 2026.*

 # Became subsidiary of Intermetal Engineers (India) Private Limited with effect from August 1, 2025.

VI. CSR Details

24. Details of CSR:

(Amount in ₹ Lakh)

Sr. No.	Particulars	Details
(i)	Whether CSR is applicable as per section 135 of Companies Act, 2013 (Yes/No)	Yes
(ii)	Turnover	335,658.78
(iii)	Net worth	353,706.49

VII. Transparency and Disclosures Compliances

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

The Company has identified its external and internal stakeholders through stakeholder mapping and periodic stakeholder engagement exercises. The Company has implemented a Grievance Redressal Mechanism to address Grievances if any raised by any group of Stakeholders i.e., by both External and Internal stakeholders.

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web- link for grievance redress policy)	FY 2025-26			FY 2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes https://www.rhimagnesitaindia.com/contact-us	Nil	Nil	Nil	Nil	Nil	Nil
Investors (other than shareholders)	Yes https://www.rhimagnesitaindia.com/contact-us	Nil	Nil	Nil	Nil	Nil	Nil
Shareholders	Yes, as per Listing Regulations.	14	Nil	Resolved during the year	4	4	Resolved during the year
Employees and workers	Yes https://intranet.rhimagnesita.com/ethics-compliance/compliance- helpline	12*	2	As on the date of report, one complaint is resolved and second is in progress for resolution.	12	Nil	Resolved during the year
Customers	Yes https://www.rhimagnesitaindia.com/contact-us	144	8	Pending complaints are under investigation	138	Nil	Resolved during the year
Value Chain Partners	Yes https://www.rhimagnesitaindia.com/contact-us	Nil	Nil	Nil	Nil	Nil	Nil

**On Consolidation Basis*

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

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

Sr. No.	Material issue identified	Indicate whether risk or opportunity	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.	Sustainability – Health & Safety risks	Risk & Opportunity	Employees and contractors may be exposed to Health & Safety (H&S) hazards in our plants of which inherent risks cannot be completely eliminated. Our activities and products may potentially cause accidents at our customers' sites. Beyond the harm to individuals, H&S incidents can lead to high financial penalties, site closure, the loss of license to operate in geographical territories and a loss in reputation for the Group. The health & safety of our employees and contractors, both mental and physical, is a significant area of risk to the Group. Examples of specific risks: – Fatal or serious accident at manufacturing or customer site. – Site shut down due to H&S incidents. – Loss in reputation for the Group due to severe H&S accidents.	H&S objectives are defined as a core Company objective, and the performance is constantly monitored. H&S approach is based on leading global standards and practices, including regular risk monitoring, emphasis on "near miss" reporting and root cause analysis. Focus on collaboratively enhancing the H&S approach at customer and supplier sites. – Extensive focus on H&S at the Corporate Sustainability Committee. – Specific action plans in the event of employee or contractor H&S incidents. – Globally harmonised safety instruction videos. – Global personal protective equipment (PPE) standards implemented. Measures focussing on a safety-conscious workforce driven by a strong leadership culture of H&S.	Positive
2.	Sustainability - environmental and climate risks	Risk	Controlled emissions and use of potentially hazardous materials are inherent to the production of refractory products. The risk of failing to meet environmental regulatory targets or uncontrolled emissions at our production sites exists and may result in high financial losses and liabilities. The evolving regulatory environment, the increased stakeholders' focus, and the Group's commitment to sustainability led to increasing investment and effort being dedicated to achieving environmental and climate goals. There are future environmental and climate targets that can only be met by new technological solutions to change the Group's production processes and by the delivery of environmental improvements by the Group's suppliers and customers.	Regular environmental audits and risk monitoring at all sites. Well-established Group's Board-level Corporate Sustainability Committee (**CSC**) to oversee and challenge management's environmental and climate strategy. We manage, measure and report our climate- related risks and opportunities according to the Task Force on Climate - related Financial Disclosures (**TCFD**) recommendations A climate strategy focused on recycling, carbon capture and usage, fuel switch, energy efficiency and innovative customer solutions. Increased focus on the use of secondary raw material as a core element of the Group's strategy. – The geographical diversity of the Group's operations and the ability to shift production reduce the impact of single events impacting specific geographies. – Increased focus on sustainable procurement. – Executive Long-Term Incentive Plan (LTIP) and employee bonus linked to achievement of the Group's CO_2 reduction and recycling targets in 2025.	Negative

Sr. No.	Material issue identified	Indicate whether risk or opportunity	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)
3.	Innovation & Sustainable Solutions	Risk & Opportunity	Customers increasingly demand sustainable, low-carbon refractory solutions to lower their own footprints. Concurrently, intense market pressure is coming from non-traditional competitors in lower-cost production regions leveraging aggressive pricing strategies, making differentiation via technology essential	The Company's innovative technologies and solutions help increase access to affordable, reliable, and sustainable energy vital for society to prosper and progress. As consumer needs and lifestyles continue to evolve, our forward-looking technologies help make the energy system more sustainable, flexible, and secure. The opportunity of innovating and bringing to the market sustainable products and solutions in its field of business is significant and it expects frontrunners to become the brand, supplier, employer, and investment of choice for its stakeholders. As electrification is one of the key pillars of decarbonization, the most innovative companies will also have the biggest contribution to a net-zero future. The Company identifies innovation as part of its DNA and strategy on a short-, medium-, and long- term basis.	Positive
4.	Cyber and information security risks	Risk	The Group's reliance on IT systems and the greater focus on digitalization result in a growing exposure to cyber and information security risks due to factors such as the adoption of advanced technologies, interconnected systems and sophisticated cyber threats. The possible impact of cyber and information security risks could range from operational disruptions, loss of intellectual property, legal compliance issues and frauds, to significant reputation losses. Examples of specific risks: - Intellectual property or confidential data theft. - Personal data breach. - Software or hardware failure leading to critical business process interruption. - Cyber attacks on office and production IT leading to financial losses (e.g. ransomware, sabotage).	EMT crisis management simulation exercise held focusing on cyber security. - Global information and cyber security policies in line with information security best practices, standards and frameworks. - Continuous awareness campaign and training. - Regular risk assessment and penetration testing. - Cyber security detection and response team. - Network, device and application protection. - Audit & Compliance Committee oversight and specific focus on cyber security-related controls. - Email security (phishing and malware protection). - Operations Technology (OT) security monitoring to protect our production. - Security oriented approach when integrating newly acquired companies.	Negative

Sr. No.	Material issue identified	Indicate whether risk or opportunity	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)
5.	Reliability of the end-to-end supply chain	Risk & Opportunity	The journey from raw material to finished goods can span several months and might require shipments across the globe. The ability to react quickly to changes prompted by internal and external factors is therefore key to ensuring value delivery to our customers. In addition, the ability to forecast the demand for the Group's products is key to enabling efficient and effective planning of production-related activities, including procurement, inventory planning and the size and locations of the plants in our production network. Our global operations can be disrupted by issues in a specific geography or by industry-wide challenges. However, the ability to transfer some of the production between geographies to mitigate the risk of business interruption can be deployed as a risk mitigation strategy. Examples of specific risks: - Structural weakness in production network. - Production interruption at a single-source manufacturing site. - Inability to accurately predict customer demand leading to missed sales opportunities, inefficient production planning and additional costs. - Global logistic challenges impacting the stability, speed and cost of our end-to-end supply chain. - A natural disaster or major political crisis in one or more countries or regions.	Supply chain initiatives to improve and address specific operational challenges. - Regular reviews of sales, production and financial plans, as well as longer-term portfolio decisions, are based on extensive research. - Additional system resources leading to improvements in delivery reliability and reduction of production backlog. - Geographical diversification of the production network. - Implementation of an optimised production footprint to meet planned requirements. - Risk-based investment policy. - Global insurance coverage. - Focus on the minimisation of sole-source materials and strategically balancing stock levels. - Concentrated efforts on increasing transparency and enhancing the communication flow.	Positive

Sr. No.	Material issue identified	Indicate whether risk or opportunity	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)
6.	Macroeconomic and geopolitical environment	Risk	Changes in the global economic environment, financial markets conditions and adverse geopolitical developments may have an impact on the Group's revenue and profitability. The macroeconomic environment changes leading to sales volume reductions can arise from industrial factors or from wider global issues, such as global economic conditions, regional conflicts, trade restrictions or global logistic challenges. The demand for refractory products is directly influenced by steel, cement, glass and non-ferrous metal production, energy prices and the production methods used by customers. Due to the current market situation, fluctuations in sales volumes have an impact on the utilisation of production capacities and consequently on the Group's profitability and gearing. Examples of specific risks: - Decreasing investment and delays in customers' infrastructure projects (therefore reducing steel and cement demand) leading to lower refractory consumption and depressed sales volumes. - Customers focusing on lower-cost and more commoditised refractories because of low-capacity utilisation. - Lower sales volumes leading to lower fixed cost absorption. - Increasing costs of core resources and supplies (e.g. energy, labour, raw materials, freight and packaging). - Increased trade restrictions, tariffs or export bans could disrupt supply chains and increase material costs. - Currency fluctuations could impact on the cost of imports and exports.	Initiatives to increase the Group's resilience, through establishing leaner processes and lower fixed cost structures whilst increasing the Group's market share and the value for our customers. Diversification of geographies and industries. - Close monitoring of production costs fluctuations to guarantee the expected profitability - Price increase initiative to pass inflationary costs to customers. - Early leading indicators to ensure identification of emerging macroeconomic trends. - Treasury Policy and use of financial instruments to mitigate risk exposure to financial markets. - Agile, experienced and solution-focused management teams who can respond quickly and innovatively to challenges.	Negative

Sr. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7.	Regulatory and compliance risks (excluding trade compliance)	Risk	The Company faces increasing regulatory complexity and operates in some geographies with inherently high corruption risks. We strive to establish a culture of compliance throughout the organisation. We are exposed to regulatory and compliance risks which may result in financial losses or operational restrictions. Regulatory changes could impact on the profitability of our operations and require investment to achieve compliance. Examples of specific risks: - Failure to act in accordance with our Code of Conduct. - Violation of anti-bribery and corruption laws by employees or third-party representatives. - Violation of data privacy and AI regulations. - Violation of anti-trust regulations	- Ethical values supported by strong corporate culture. - Code of Conduct and compliance policies and procedures. - Enhancement of global training, documentation of compliance matters and communication - Various whistleblowing channels are available to employees and external parties to report compliance concerns. Concerns can also be reported anonymously, and all reports are followed up by qualified professionals. - Range of interventions performed in conjunction with each acquired business to assess regulatory risk and introduce and embed the Group's compliance approach. - Presence of regional Compliance experts.	Negative
8.	Human rights & labour standards	Risk	Failing to maintain safe, equitable, and fair labor conditions across localized workforces or value chains results in severe legal liabilities, workplace friction, or negative community impacts	Established human rights policy along with detailed process and due diligence procedures to assess the Human rights risks across its operations	Negative

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.

The National Guidelines for Responsible Business Conduct (**NGRBC**) as prescribed by the Ministry of Corporate Affairs advocates nine principles referred as P1-P9 as given below:

P1	Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent and accountable
P2	Businesses should provide goods and services in a manner that is sustainable and safe
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains
P4	Businesses should respect the interests of and be responsive towards all it's stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect, protect and make efforts to restore the environment
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P8	Businesses should promote inclusive growth and equitable development
P9	Businesses should engage with and provide value to their consumers in a responsible manner

RHI MAGNESITA

Policy and Management Processes

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Process									
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	Pertinent Policies that are developed and implemented by the Company as per the NGRBC requirement are uploaded on the website of the Company https://www.rhimagnesitaindia.com/ investors/corporate-governance/policies								
- Code of Conduct	✓	✓	✓	✓	✓	✓	✓	✓	✓
- Business Responsibility Policy	✓	✓	✓	✓	✓	✓	✓	✓	✓
- Anti-Corruption Policy	✓			✓			✓		
- Anti-trust and Fair Competition Policy	✓	✓		✓					
- Conflict of Interest Guideline	✓			✓					
- Gifts & Invitations Guideline	✓			✓			✓		
- Whistle Blower Policy / Vigil Mechanism	✓		✓	✓			✓		✓
- Policy on Investor Dispute Resolution Mechanism	✓			✓					
- Policy for Determination of Materiality of Events	✓	✓							
- Code of Corporate Disclosure Practices for Prevention of Insider Trading	✓	✓		✓					
- Code of Internal Procedures & Conduct for Regulating, Monitoring & Reporting of Trading by Insiders	✓	✓		✓					
- Policy on Material Subsidiary	✓			✓					
- Policy for Preservation of Records	✓			✓					
- Familiarisation Programme, Term and Evaluation for Independent Directors	✓								
- Reward & Recognition Policy			✓		✓				
- Deputation Reimbursement Policy			✓	✓					
- Remuneration & Nomination Policy			✓	✓					
- Prevention of Sexual Harassment (PoSH) Policy			✓		✓				
- Gender Equality Policy			✓		✓				
- Policy on Data protection and privacy					✓	✓			✓
- Policy on Human Rights			✓	✓	✓				
- Modern Slavery Statement			✓		✓				
- Supplier Code of Conduct		✓		✓	✓	✓		✓	
- Sanctions, Export Controls & Business Partner Due Diligence Policy	✓				✓	✓			
- Corporate Social Responsibility Policy	✓							✓	
- Risk Management Policy	✓	✓				✓			
- Policy on Dividend Distribution	✓			✓					
- Policy for Related Party Transactions	✓	✓							
- Occupational Health and Safety Policy		✓	✓						
- Procurement Policy		✓	✓	✓	✓	✓			✓

Policy and Management Processes		
2.	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes, the Company has developed different Procedures on Policies and implemented the same across different levels of its operation. Different committees and personnel from the Company are designated with specific responsibilities for the efficient implementation of these Policies and Procedures
3.	Do the enlisted policies extend to your value chain partners? (Yes/ No)	The Company has integrated Transparent Business Practices as one of the Core Values. It communicates Policies and Procedures to its Value Chain Partners such as Suppliers, Resellers, Consultants, and Logistics Service Providers as applicable. Therefore, the enlisted Policies are extended to the Company's Value Chain Partners to the extent possible.
4.	Name of the national and international codes/ certifications/ labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The Company has adopted the following globally recognized Certifications in its manufacturing facilities ISO 9001: 2015 – Quality Management System. ISO 14001: 2015 – Environmental Management System. ISO 45001: 2018 – Occupational Health and Safety Management System. ISO 50001: 2018 – Energy Management System The Company has engaged an external certification body to obtain the above-mentioned certifications.
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company's sustainability roadmap is built around a clear principle: reduce carbon emissions by improving resource efficiency, increasing the use of low-carbon energy, and accelerating the transition away from fuels. Recycling contributes directly to CO2 reduction target by lowering the need for raw materials, reducing energy used in extraction and processing and cutting emissions across the supply chain. In parallel, energy efficiency initiatives help us reduce fuel and electricity consumption per unit of production, which gives an immediate and measurable impact on CO2 performance. Green electricity is another important lever in our decarbonization strategy. Increasing the share of renewable electricity in our operations reduces emissions from purchased power and supports a cleaner energy mix. The Company is targeting towards transition from coal to natural gas or biogenic fuels, further lowering emissions and supporting cleaner energy use. The following environmental and sustainability targets are set by the Company to be achieved by end of December 31, 2026 **CO_2 emissions** – Reduce by 2 % per tonne of production **Energy** – Reduce energy consumption by 1% per year **Recycling** – Increase use of secondary raw materials to 20% **Waste (per year -2%) Basis:** year 2024 – absolute in tons (one-timer and hazardous is excluded) **Sustainable Supply Chain** – Enhancing supplier sustainability management with 65% coverage
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Company, in collaboration with its stakeholders, is actively working towards the effective adoption of all ESG commitments.

Governance, Leadership & Oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements

It gives me immense pleasure to present the Company's fourth Business Responsibility and Sustainability Report ('**BRSR**') for FY 2025-26, prepared in accordance with the framework prescribed by the Securities and Exchange Board of India ('**SEBI**').

As a leading manufacturer of refractory solutions serving iron & steel, cement, lime, non-ferrous metals, and glass industries, we remain committed to delivering sustainable and innovative solutions to customers across diverse geographies. Sustainability is embedded in our business strategy and operational practices through a robust Environmental, Social and Governance ('**ESG**') framework, enabling us to create long-term value while driving responsible growth.

This Report highlights our performance across key ESG parameters and reflects our commitment to transparency, accountability, stakeholder engagement, regulatory compliance, and sustainable value creation. Guided by our sustainability objectives, we continue to focus on environmental stewardship through initiatives aimed at improving energy efficiency, conserving water, reducing waste, enhancing resource utilization, promoting recycling, and lowering greenhouse gas emissions.

The Company achieved a significant milestone by entering a Joint Venture with Khemka Refractories Private Limited to establish a greenfield refractory recycling facility in Odisha. This initiative represents an important step in advancing circular economy principles, reducing dependence on virgin raw materials, improving resource efficiency, and contributing to lower carbon emissions across industrial value chains.

Our commitment to sustainability extends beyond our operations. Through our Corporate Social Responsibility ('**CSR**') initiatives, we strive to improve the quality of life in communities surrounding our manufacturing facilities, with a focus on education, healthcare, Rural development, skill development, youth empowerment sanitation, access to safe drinking water and environmental sustainability. These initiatives are aligned with the United Nations Sustainable Development Goals and reflect our commitment to inclusive and sustainable development.

We firmly believe that the decisions and actions we take today will shape a more resilient future for our business, stakeholders, and society at large. Safety remains a cornerstone of our operations, and we continue to strengthen our occupational health and safety practices through regular training, proactive risk management, and robust monitoring systems. By integrating ESG principles across our operations, we seek to enhance operational excellence, foster innovation, strengthen stakeholder trust, and create sustainable value for future generations.

I thank all our stakeholders for their continued trust, support, and partnership as we advance our sustainability journey and work towards building a more sustainable and resilient future.

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

Name : Parmod Sagar *

Designation : Chairman, Managing Director & Chief Executive Officer

DIN : 06500871

**With effect from July 1, 2026, Pankaj Malhan (DIN: 08516185) has been appointed as Managing Director & Chief Executive Officer of the Company. And will be the highest authority responsible for implementation and oversight of Business Responsibility policy (ies)*

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 directors and senior management periodically monitor the business responsibility performance of the Company. The Board of Directors reviews the business responsibility performance on an annual basis. The CSR Committee reviews the social performance and the Risk Management Committee assesses and reviews the identified risks from time to time.

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	The performance of the Company is periodically reviewed by the management, committee of the board and board. The Company performance and any deviations in operation are also communicated to the committee of the board and the board and Top management on priority for resolution									Ongoing (Periodically and/or Need Basis)								

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
Compliance with Statutory Requirements of Relevance to the principles, and Rectification of any non-compliances	The Company has dedicated resources for Regulatory compliances and robust procedures for the identification of any non-compliances and rectification of the same. The top management and Board are communicated compliance status on regular basis.									Ongoing Basis								

The Company firmly believes that sustainability is achieved by balancing the ability and responsibility to gain long-term stability and relevance. For our Company, sustainability involves making strategic choices that consider the long-term perspectives of our business, society, and the environment. To this end, we have implemented various initiatives focused on water conservation, energy management, the phased reduction and recycling of waste, and the reduction of Greenhouse Gas (GHG) emissions.

Ethical practices are deeply ingrained in our core governance principles and are adhered to in our daily operations. Looking forward, we remain steadfast in our commitment to environmental protection and to addressing critical issues, including environmental sustainability, GHG management, and climate change.

11. Has the Entity Carried out Independent Assessment/Evaluation of the working of its Policies by an External Agency? (Yes/No). If yes, provide the name of the Agency.

	P1	P2	P3	P4	P5	P6	P7	P8	P9
Has the Entity Carried out Independent Assessment/Evaluation of the working of its Policies by an External Agency? (Yes/No). If yes, provide the name of the Agency.	Assessment /Evaluation of Policies on Health, Safety, Environment, and Governance is largely done internally. The Company has gained support from an External Organisation for developing its ESG Policies and Procedures. The Company is certified under ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, and ISO 50001:2018. These Certifications also include an assessment of the Policies of the Company by an Independent External Assessor. i.e Bureau Veritas, a global independent external assessor for verification and certification.								

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The Entity does not consider the Principles Material to its Business (Yes/No)	Not applicable								
The Entity is not at a stage where it is in a position to formulate and implement the Policies on Specified Principles (Yes/No)									
The Entity does not have the Financial or/Human and Technical Resources available for the task (Yes/No)									
It is planned to be done in the next Financial Year (Yes/No)									
Any other reason (please specify)									

SECTION C : PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1

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

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	%'age of persons in respective category covered by the awareness programmes
Board of Directors (**BoDs**)	4	All members of the Board and KMPs underwent mandatory training and specialized training programmes befitting their roles and responsibilities in the Company. These training sessions are continuous and take place throughout the year.	100%
Key Managerial Personnels (**KMPs**)	4		
Employees other than BoDs and KMPs	274	Some of the topics covered are – Communication and Interpersonal Skills – Environment, Health and Safety – Business Ethics – Anti-Bribery & Corruption – Data Privacy – Anti-Trust & Fair-Competition – Sanctions & Export Controls – First Aid – Fire Safety Awareness – Emergency Response – Employee induction Training – Prevention of Sexual Harassment Training – People & Culture related Training Programs (awareness on the benefits provided by the Company, Wages etc.) – On-job Trainings These initiatives led to a noticeable improvement in the conduct and behavior of both employees and workers.	100% by Rotation
Workers	219		

The Company is in process of developing systems and procedures to calculate/determine impact of such training.

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:**

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

**Disclosure made on the basis of Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements), Regulations, 2025*

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

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

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.**

We continued to embed and evolve our compliance policies and procedures. We take a zero-tolerance approach to incidents of fraud, bribery or corruption in our business. This approach is set out in our Code of Conduct, which was updated and re-launched in 2025, as well as our Supplier Code of Conduct. The reshaped Code of Conduct with an emphasis on simple, focused messaging for key areas, including business ethics, integrity, health and safety, anti-corruption, legal compliance, data privacy, sustainability, and conflict of interest avoidance has been well received across the Group. All governance body members and employees have been informed of the Group's Anti-Corruption (AC) policies and procedures. As part of compliance measures, they have completed mandatory e-learning training. Policies are publicly accessible on our official website at www.rhimagnesitaindia.com.

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

Category	FY 2025-26	FY 2024-25
Directors	Nil	Nil
KMPs	Nil	Nil
Employees & Workers	Nil	Nil

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

Nil

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

Not applicable

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

Particular	FY 2025-26	FY 2024-25
Number of Days of Accounts Payable for Goods	92.89	47.00

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

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	13.52%	11%
	b. Number of Trading Houses where purchases are made from	587	660
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	43.43%	4.81%
Concentration of Sales	a. Sales to dealers/ distributors as % of total sales	0.02%	0.003%
	b. Number of dealers / distributors to whom sales are made	30	10
	c. Sales to top dealers / distributors as % of total sales to dealers / distributors	50%	96%

Parameter		Metrics	FY 2025-26	FY 2024-25
Share of RPTs in	a.	Purchases (Purchases with related parties / Total Purchases)	26.83%	27%
	b.	Sales (Sales to related parties / Total Sales)	17.02%	14%
	c.	Loans & advances (Loans & advances given to related parties / Total loans & advances)	Nil	Nil
	d.	Investments (Investments in related parties / Total Investments made)	86.69%	100%

**Purchase does not include purchase of property/plant and equipment.*

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	%'age of value chain partners covered (by value of business done with such partners) under the awareness programmes
1.	4	The Company held awareness programs for EcoVadis/ Prewave, the RXIL platform, and Ariba platform adoption	covering overall 17% of the supplier base for raw material out of total.

The Company has targeted to focus this year on primary raw material suppliers. From next year Company shall focus on all types of suppliers for their assessment.

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

Yes, the Company has a Code of Conduct for the Board including Independent Directors and Senior Management Personnel to avoid and/ or manage conflict of interest. In accordance with this, the Company collects annual declarations from relevant individuals regarding any interests that might create a conflict of interest with the Company.

PRINCIPLE 2

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

Essential Indicators

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

Research and Development

During FY 2025—26, the Company continued to integrate research and development (**R&D**) initiatives with its manufacturing operations to enhance product quality and performance, improve process efficiency, optimize resource utilization and support its sustainability objectives.

The Company's R&D Centre at Bhiwadi, Rajasthan, supports initiatives relating to new product development, enhancement of product quality and performance, substitution of conventional raw materials, resource optimization, recycling and reuse of process and product waste, and other strategic innovation priorities.

Expenditure relating specifically to R&D initiatives aimed at improving the environmental and social impacts of products and processes is embedded within the Company's overall R&D and operating expenditure and is not separately tracked.

CAPEX

Approximately 2% of the Company's total capital expenditure during FY 2025—26 was attributable to projects and infrastructure initiatives aimed at improving environmental performance, occupational health and safety, employee well-being and related social outcomes.

Key investments included:

- development of sanitation facilities and changing rooms for women employees to support health, safety and workplace inclusivity;
- installation and upgradation of sewage treatment and effluent treatment facilities;
- construction of rainwater recharge pits to support water conservation and groundwater recharge;
- infrastructure improvements aimed at providing safer and cleaner working environments; and
- installation and upgradation of dust collection systems to reduce dust exposure and improve workplace health and safety.

The Company also considers relevant environmental, health and safety (EHS) and social aspects while evaluating major capital investment proposals, supporting the integration of sustainability considerations into operational expansion and modernization initiatives.

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

Yes.

The Company has established procedures for sustainable sourcing and incorporates sustainability considerations into its procurement and supply chain management processes.

For existing suppliers, the Company communicates its sustainability expectations and encourages alignment with applicable environmental, social, governance, ethical and compliance requirements. New suppliers are evaluated through the Company's supplier onboarding and due-diligence processes, which, as applicable, cover parameters including business ethics and compliance, occupational health and safety, environmental management, quality systems and risk-management practices.

These processes support the Company's objective of developing a responsible, resilient and transparent supply chain.

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

During FY 2025-26, approximately 15% of the Company's total raw material spend were sourced in accordance with the Company's sustainable sourcing criteria.

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 :

(a) Plastics, including packaging

The Company manages plastic packaging waste in accordance with applicable Plastic Waste Management and Extended Producer Responsibility (**EPR**) requirements.

Plastic waste generated from the Company's operations is segregated and channelised through authorised recyclers or waste-management agencies, as applicable. Waste covered under applicable EPR obligations is managed in accordance with the Company's EPR compliance framework and is channelised for recycling, recovery, co-processing or other environmentally sound treatment, as permitted under applicable regulations.

The Company maintains applicable records and documentation to support traceability and regulatory compliance.

(b) E-waste

E-waste generated from the Company's operations is identified, segregated and stored in designated areas and is handed over only to authorised recyclers or dismantlers in accordance with applicable e-waste management requirements. Relevant records and documentation are maintained to support traceability and regulatory compliance.

(c) Hazardous waste

The Company manages hazardous waste generated from its manufacturing and associated operations in accordance with applicable statutory requirements and authorisations obtained from the relevant State Pollution Control Boards or other competent authorities, as applicable.

Hazardous waste is identified, classified, segregated, quantified and stored in designated areas with appropriate controls to minimise the risk of leakage, spillage, soil or water contamination and exposure to personnel.

Hazardous waste is transferred only to appropriately authorised recyclers, reprocessors, co-processors or treatment and disposal facilities, depending on the nature of the waste and applicable regulatory requirements. Where technically and legally feasible, waste streams are directed towards recycling, recovery, reprocessing or beneficial utilisation. Waste that cannot be recovered or recycled is sent to authorised treatment or disposal facilities in accordance with applicable requirements.

The Company maintains applicable manifests, records, invoices and other documentation to support traceability and compliance monitoring.

(d) Other waste

Other non-hazardous waste generated from the Company's operations is segregated at source and, depending on the nature of the waste, is reused, recycled, recovered or disposed of through authorised waste-management agencies in accordance with applicable requirements.

Where permitted under applicable regulatory approvals, identified waste streams suitable for beneficial utilisation are reused or recovered within approved processes, supporting resource efficiency and reducing waste sent for final disposal.

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

Extended Producer Responsibility (EPR) is applicable to the Company's operations with respect to plastic packaging waste. During FY 2025-26, the Company successfully obtained EPR authorization/certification for its manufacturing facilities located at Visakhapatnam, Bhiwadi, and Cuttack, demonstrating its commitment to responsible waste management and regulatory compliance.

Under the EPR framework, producers, importers, and brand owners are required to ensure the collection, recycling, reuse, or environmentally sound disposal of plastic packaging waste, thereby promoting accountability and traceability throughout the product lifecycle.

The Company's waste collection and management practices are aligned with the EPR plans submitted to the relevant Pollution Control Boards for the certified locations. In addition, the Jamshedpur plant is currently in the process of obtaining the necessary EPR certification, and appropriate measures are being undertaken to achieve compliance at the earliest. The Company remains committed to strengthening its waste management systems and ensuring full compliance with applicable EPR regulations across all its operations.

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?

The Company has chosen not to report on voluntary Leadership Indicators for the current financial year.

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.

The Company has chosen not to report on voluntary Leadership Indicators for the current financial year.

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).

The Company has chosen not to report on voluntary Leadership Indicators for the current financial year.

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:

Indicate Input Material	FY 2025-26*			FY 2024-25		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	-	Nil	Nil	230.29
E-waste	-	-	-	Nil	Nil	3.54
Hazardous waste	-	-	-	Nil	0.51	56.28
Other waste	-	-	-	Nil	Nil	1,888.61

**The Company has chosen not to report on voluntary Leadership Indicators for the current financial year.*

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

The Company has chosen not to report on voluntary Leadership Indicators for the current financial year.

PRINCIPLE 3

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

Essential Indicators

1. a. **Details of measures for the well-being of employees: March 31, 2026**

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits*		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	1,196	1,196	100	1,196	100	0	0	1,196	100	1,196	100
Female	96	96	100	96	100	96	100	0	0.00	96	100
Total	**1,292**	**1,292**	**100**	**1,292**	**100**	**96**	**100**	**1,196**	**100**	**1,292**	**100**
Other than Permanent employees											
Male	5	5	100	5	100	0	0	5	100	5	100
Female	0	0	100	0	100	0	0	0	100	0	100
Total	**5**	**5**	**100**	**5**	**100**	**0**	**0**	**5**	**100**	**5**	**100**

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits*		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	348	348	100	348	100	0	0	0	0	0	0
Female	1	1	100	1	100	0	0	0	0	0	0
Total	**349**	**349**	**100**	**349**	**100**	**0**	**0**	**0**	**0**	**0**	**0**
Other than Permanent employees											
Male	1,657	1,657	100	1,657	100	0	0	0	0	0	0
Female	268	268	100	268	100	0	0	0	0	0	0
Total	**1,925**	**1,925**	**100**	**1,925**	**100**	**0**	**0**	**0**	**0**	**0**	**0**

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

Particular	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the Company	0.01	0.37

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

Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
Employee Provident Fund (**PF**)	100	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
Employees' State Insurance (**ESI**)	0%*	11.75%	Yes	9.97	6.88	Yes

**Not Applicable on employees of the Company.*

The Company employed other than Permanent Employees and Workers only through Registered Vendors and ensured that statutory benefits as per applicable Laws are extended.

3. Accessibility of workplaces

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

Yes. The Company is deeply committed to nurturing human diversity, fostering an equitable corporate culture, and providing equal professional opportunities across all facets of its operations. In strict alignment with the statutory mandates of the Rights of Persons with Disabilities Act, 2016, comprehensive measures and provisions have been systematically executed to guarantee workplace accessibility for differently abled employees, workers, and visitors.

Our infrastructure strategy ensures that physical workspaces are intentionally designed to support independent operational mobility. The corporate headquarters and material offices feature optimized accessibility adjustments, including structural entrance ramps, wide lobbies to facilitate wheelchairs, dedicated compliant restrooms, and modern elevator facilities equipped with integrated tactile Braille signage for visually impaired personnel.

To maintain a truly supportive environment, this proactive approach to infrastructure development is enforced across both existing operations and new facility expansions, ensuring local and national compliance parameters are consistently exceeded. This structural execution is fully supported and governed under our comprehensive group policies on Employment, People, and Corporate Culture.

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.

RHIM provides equal employment opportunities, without any discrimination on the grounds of age, color, disability, marital status, nationality, race, religion, sex, or sexual orientation. The Company strives to maintain a work environment that is free from any harassment based on the above considerations. This Equal Opportunities Policy is subject to applicable regulations, qualifications and merit of the individual. The policy is available to the internal stakeholders on the Company's intranet platform.

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

100% retention rate.

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

Category	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers Other than Permanent Workers	Through its Whistle Blower Mechanism, the Company provides a Grievance Redressal Mechanism and encourages its employees and workers to bring to attention any instances of unethical behavior, incidents, fraud, or violation of the Company's Code of Conduct. Potential concerns about ethical misconduct or any compliance matters can be reported by all stakeholders (both internal and external) to an independently operated, confidential, and anonymous whistleblowing hotline, available in areas where the Company operates as well as other locations, in several languages. Contact details are communicated throughout the business and are available externally on the Company's website. In addition to the hotline, whistleblowing reports can also be submitted via other channels, such as to a dedicated e-mail address. All reports are assessed by the Internal Audit, Risk & Compliance team and then addressed on a case-by-case basis. The Audit Committee and Board review this process and the reports arising from it, ensuring there are arrangements in place for the appropriate and independent investigation of these cases and that follow-up actions to address the root causes are completed.

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

Workers of Company's Bhiwadi (Rajasthan) manufacturing facility only are members of recongnised Union, i.e. Indian National Trade Union Congress (**INTUC**)

Category	FY 2025-26			FY 2024-25		
	Total employees / Workers in respective category (A)	No. of employees / Workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / Workers in respective category (A)	No. of employees / Workers in respective category, who are part of association(s) or Union (B)	% (B/A)
Total Permanent Employees	**1,292**	**0**	**0.00**	**1,276**	**0**	**0.00**
– Male	1,196	0	0.00	1,200	0	0.00
– Female	96	0	0.00	76	0	0.00
Total Permanent Workers	**349**	**104**	**29.8**	**348**	**109**	**31.32**
– Male	348	104	29.89	347	109	31.41
– Female	1	0	0.00	1	0	0.00

8. **Details of training given to employees and workers (Permanent and other than Permanent):**

Category	FY 2025-26					FY 2024-25				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
Employees										
Male	1,201	1,201	100	1,201	100	1,216	1,216	100	1,216	100
Female	96	96	100	96	100	76	76	100	76	100
Total	**1,297**	**1,297**	**100**	**1,297**	**100**	**1,292**	**1,292**	**100**	**1,292**	**100**
Workers										
Male	2,005	2,005	100	2,005	100	2,177	2,177	100	2,177	100
Female	269	269	100	269	100	175	175	100	175	100
Total	**2,274**	**2,274**	**100**	**2,274**	**100**	**2,352**	**2,352**	**100**	**2,352**	**100**

9. **Details of performance and career development reviews of employees and workers (Permanent and other than Permanent):**

Category	FY 2025-26			FY 2024-25		
	Total (A)	Number (B)	% (B/A)	Total (C)	Number (D)	% (D/C)
Employees						
Male	1,201	1,201	100%	1,216	1216	100
Female	96	96	100%	76	76	100
Total	**1,297**	**1,297**	**100%**	**1,292**	**1,292**	**100**
Workers						
Male	2,005	348	17.36%	2,177	2,177	100
Female	269	1	0.37%	175	175	100
Total	**2,274**	**349**	**15.35%**	**2,352**	**2,352**	**100**

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, the Occupational Health and Safety Management System has been implemented in all Manufacturing Facilities of the Company. The Company has also developed and implemented an Integrated Environment and Health Safety (EHS) Management System. Integrated EHS Management Systems of below mentioned Manufacturing Facilities are certified under ISO 14001:2015 (Environmental Management System), ISO 50001:2018 (Energy Management systems) and ISO 45001:2018 (Occupational Health and Safety Management System):

Manufacturing Unit	Availability of ISO 9001:2015 Certification	Availability of ISO 14001:2015 Certification	Availability of ISO 45001:2018 Certification	Validity	Issuing Agency
Bhiwadi, Rajasthan	Yes	Yes	Yes	December 30, 2026	Bureau Veritas
Visakhapatnam, Andhra Pradesh	Yes	Yes	Yes	December 30, 2026	Bureau Veritas
Cuttack, Odisha	Yes	Yes	Yes	December 30, 2026	Bureau Veritas
Jamshedpur, Jharkhand	Yes	Yes	Yes	December 30, 2026	Bureau Veritas

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

While continuously employing measures to promote employee well-being and healthcare, a proper hazard identification risk management system has been put in place to ensure continuous improvement of occupational health and safety of the organization. Hazard Identification Risk Assessment (HIRA) is carried out regularly at all levels in the following six steps by a Highly- Skilled Process Owner or a Qualified Safety Coordinator well versed in details of all activities and Safety standards:

i. Pre- Assessment preparations

ii. Pre-Assessment meeting with HSE Leaders

iii. Conducting interviews

iv. Walk-Round Tour/Quantification of Hazards

v. Evaluation of Hazard/Person/Severity Factors

vi. Post Evaluation activity

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/ No)

Yes, The Company has a global reporting tool i.e. SAP Based reporting systems which is called Safety management System (SMS) to report unsafe situations, near misses and accidents and is accessible to all the employees. Further all employees can also report to the following personnel:

- Designated EHS personnel at Company's Manufacturing Facilities.
- Head of the Respective Department.
- Reporting Manager.

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

Yes, Employees/Workers of the Company have access to Non-occupational Medical and Healthcare services through in house medical setup and through tie-ups with reputed Medical Institutions. Periodically they are also trained to respond appropriately to on-site medical emergencies.

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

Safety Incident/Number	Category	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (**LTIFR**) (per two million-person hours worked)	Employees	Nil	Nil
	Workers	0.01	0.21
Total recordable work-related injuries	Employees	1	1
	Workers	37	4
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil

Safety Incident/Number	Category	FY 2025-26	FY 2024-25
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

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

The health and safety of employees in the workplace is a core value for RHI Magnesita. Maintaining a safe and healthy workplace is fundamental to RHI Magnesita's culture and mindset. Our operations by necessity involve hazardous and higher-risk activities and maintaining high safety standards is a minimum expectation for all stakeholders. Our approach to safety centers on people and safe work practices, seeking to promote a safety-oriented mindset based on clear operating procedures and management of key risks.

New joiners including contractors are trained according to RHI Magnesita's safety principles, which underlines the shared responsibility of contributing to safety at work.

To deliver continuous improvement in our safety culture and performance, we monitor leading indicators in addition to key trailing performance indicators including Lost Time Injury Frequency ("**LTIF**") and Total Recordable Injury Frequency ("**TRIF**"). Assessing trends and parameters guides future improvement initiatives. Key safety initiatives implemented during the year included improved inductions and safety training for new joiners, integration of safety topics into shift-start meetings, and hand and finger safety communications campaigns. The Company has taken the following measures to ensure a safe and healthy workspace:

1. Safety Policy, Competence, Communications system/policy, Insurance Systems, First Aid, Training, Occupational Health, Inspection Systems, Audits, Procurement, Contractors Control & Risk Assessments.
2. The Company has taken measures that are compliant with all statutory preventive healthcare and occupational health and safety requirements.
3. The Company provided training on safety measures during induction to all new employees, including specific training.
4. A Safety Committee has been formulated to assist and collaborate with management and achieve objectives as outlined in the Health, Safety & Environment (HSE) Policy. The Committee deals with matters concerning health, safety, and the environment, delivers practical solutions to problems encountered, promotes safety awareness amongst all workers, and undertakes educational, training, and promotional activities.
5. The Company selects the right Equipment, Technology and Processes at the planning stage to minimize chances of Workplace Safety-related deviations. Further, all the Hazardous materials used by the Company are managed with utmost importance to minimize any Health and Safety issues related to their Storage, Handling and Usage. The Company has also implemented Work Permit System as a formal documented systematic process designed to identify, communicate, mitigate, and control risks.
6. The Company treats its Human-capital as one of the valuable resources. Therefore, the Company takes care of Industrial and Workplace Hygiene related aspects with utmost importance. Further, the Company conducts risk based medical check-up of its Employees and Workers. Regular trainings on Occupational Health and Safety Management are also imparted by the Company to its on-roll Employees and Workers.

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

Particulars	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	Nil	Nil	Nil	Nil
Health & Safety	Nil	Nil	Nil	Nil	Nil	Nil

14. Assessments for the year:

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

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.

To drive our zero-harm vision, the Company enforces a structured, multi-tiered reporting mechanism designed to log, track, and analyze daily health and safety incidents across all operational units. Daily performance reports are systematically circulated to all Plant Heads and Key Managerial Personnel (KMPs) to ensure continuous monitoring and rapid response capabilities. Furthermore, during monthly business review meetings, leadership rigorously evaluates key performance indicators (KPIs) regarding health and safety, ensuring that strategic interventions are enacted to actively transition all manufacturing locations into accident-free zones.

To sustain hazard-free and seamless operations, the Company actively maintains the 6S Methodology across its production facilities as a continuous, deeply embedded workplace practice.

By rolling out specialized safety training modules and raising the baseline level of risk awareness among the workforce, the Company continually enhances its core competency and builds a resilient, safety-first operational culture."

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of

A. Employees (Y/N)

Yes, the Company has ensured that its Employees are adequately covered under different Insurance Policies.

B. Workers (Y/N)

Yes, the Company has ensured that its workers are adequately covered under different Insurance Policies. Non-Permanent workers are covered by way of registration to ESIC.

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

The Company has put in place systems and procedures to ensure that statutory dues are deducted and deposited as per applicable laws by its value chain partners. Moreover, value chain partners are responsible for adherence or compliance with laws applicable to them and consequently for deduction and deposit of dues thereunder. The same is also mentioned in all the contracts with value chain partners.

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:

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

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, employees who are superannuating or retiring from the Company and are in good health, possessing niche skills that contribute to the Company's growth, may be offered employment as consultants.

5. Details on assessment of value chain partners:

Parameter	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	17% of supply chain partners across raw material category
Working Conditions	17% of supply chain partners across raw material category

The Company has targeted to focus this year on primary raw material suppliers. From next year Company will target to focus on all types of suppliers for their assessment.

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.**

Suppliers must comply with all the requirements as per the RHIM standards and Code of Conduct. Regular reviews are being done on a variety of sustainability topics. Health & Safety Executive (HSE) is given high priority while selecting the Suppliers.

As per the internal Environmental, Health & Safety (EHS) audit procedure and assessment carried out, all the observations and nonconformances are properly recorded and notified for closeout. The Health, Safety & Environment Management system has been reviewed and aligned to be a part of and fully incorporated into the contract between the sub-contractor and the Company. Its purpose is to set forth the areas of EHS concerns and requirements routinely. This subcontractor system is intended to supplement any contractual requirements, including EHS Management System manual, guidelines, Standard Operating Procedures, any requirements of the client, as well as the sub-contractor's own EHS Program. All the suppliers and contractors of the Company are evaluated on their safety infrastructure processes and strengths before awarding a contract. The continued monitoring and measuring of suppliers and contractors ensure a comprehensive safe environment. This is further enhanced with regular refresher training sessions and capacity-building programs. In addition, periodic site visits by the senior management and site audits improve EHS performance.

PRINCIPLE 4

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

Essential Indicators

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

Key Stakeholders are identified based on the material influence they have on the Company or on how they are materially influenced by the Company's corporate decisions and the consequences of those decisions.

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

Sr. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others) — please specify	Purpose and scope of engagement including key topics and concerns raised during such engagement
1.	Employees	No	- Conferences, workshops, Townhalls, Publications, newsletters & reports, online portals, employee surveys, Idea management, internal media - One-on-one interactions	Continuous, weekly, monthly, quarterly, and annually	- Inform about important updates regarding the Company. - Help the employees expand their knowledge in the industry. - Getting employee feedback and resolving their issues.
2.	Investors	No	- Annual Report & Sustainability Report - Investor presentations - Corporate website - Quarterly Results & Press releases	Quarterly, Annually and on a need basis	Investors prefer to invest in organizations that are socially and environmentally responsible.
3.	Customers	No	- Interviews, personal visits, publications, mass media & digital communications, plant visits - Support programmes, social media - Conferences and events	Periodically and on a need basis	- Internal customers (Employees) - Feel motivated to get involved in CSR projects and serve the community - Guided by the CSR Team - Enhance employee volunteerism. - External customers to connect with an organization that is socially & environmentally responsible

Sr. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others) — please specify	Purpose and scope of engagement including key topics and concerns raised during such engagement
4.	Suppliers and service providers	No	- Supplier & vendor meets - Workshops & trainings, Audits - Policies - IT-enabled information-sharing tools and recognition platforms - Dialogue in the context of industry initiatives, joint events, training courses, presentations - Supplier audit	Periodically and on a need basis Annually	Supply of material and service
5.	Business Partners	No	Various forms where interaction with sales organisations and associations & vendor meet	Periodically and on a need basis	Provide service to present customers while increasing the potential for future growth.
6.	Government and Regulatory bodies	No	- Official communication channels - Regulatory audits/ inspections - Environmental compliance - Policy intervention - Good governance	Monthly, Quarterly, Annually, and on a need basis	To get help in policy matters and the latest Govt. schemes
7.	Communities	Please refer to the following link for information about the Company's community work: https://www.rhimagnesitaindia.com/sustanibility/community			

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.**

   RHIM has set up various committees (Board level committees & Internal committees) to address issues relating to Economics, Environment, Social, Governance etc. Constant and proactive engagement with both Internal and External Stakeholders are conducted by such Committees to:

   - Align the Business Plan and Strategy with Stakeholder's expectations.
   - Review the Company's Performance in dealing with Grievances/Issues raised by the Stakeholders.

   Wherever thought to be necessary, said Committees forward the issues noticed for further deliberation and decision thereon by the Board and/or persons concerned.

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.**

   Yes, RHIM has always maintained regular and proactive engagement with the Company's key stakeholders, allowing it to effectively work on its ESG strategies and be transparent about the outcomes. In response to current regulations and interactions with stakeholders, the Company performs periodic evaluations to update and reissue policies as needed.

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

   There are no vulnerable or marginalized Stakeholders pertaining to Company's Business. The Company has taken several CSR Initiatives as per the CSR policy of the Company.

PRINCIPLE 5

Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	1,292	1,292	100	1,276	1,276	100
Other than permanent	5	5	100	16	16	100
Total Employees	**1,297**	**1,297**	**100**	**1,292**	**1,292**	**100**
Workers						
Permanent	349	349	100	348	348	100
Other than permanent	1,925	1,925	100	2,004	2,004	100
Total Workers	**2,274**	**2,274**	**100**	**2,352**	**2,352**	**100**

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

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
Employees										
Permanent	**1,292**	All the employees were paid more than minimum wages		**1,292**	**100**	**1,276**	All the employees were paid more than minimum wages		**1,276**	**100**
Male	1,196			1,196	100	1,200			1,200	100
Female	96			96	100	76			76	100
Other than Permanent	**5**			**5**	**100**	**16**			**16**	**100**
Male	5			5	100	16			16	100
Female	0			0	Nil	0			0	Nil
Workers										
Permanent	**349**	All the workers were paid more than minimum wages		**349**	**100**	**348**	All the workers were paid more than minimum wages		**355**	**100**
Male	348			348	100	347			354	100
Female	1			1	100	1			1	100
Other than Permanent	**1,927**			**1,927**	**100**	**2,004**			**1,764**	**100**
Male	1,659			1,659	100	1,830			1,582	100
Female	268			268	100	174			182	100

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

a. Median remuneration/wages

(Amount in ₹ Lakh)

Category	Male		Female	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/wages of respective category
Board of Directors (**BoDs**)*	7	-	1	0
Key Managerial Personnels (**KMPs**)@	1	-	0	0
Employees other than BoDs and KMPs	1,196	6.41	96	8.13
Workers	348	3.38	1	-

** Excludes Sitting Fees paid to Independent Directors. Out of 7 directors, only 2 are executive directors. One of the executive director joined during the year thus median is not reported.*

@ Excluding Chairman, Managing Director & CEO and Whole Time Director & CFO.

Note: Non-Independent Non-Executive Director forgone their entitlement of sitting fee.

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

Particular	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages*	7.05	6.40

** Wages considered for permanent workmen*

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)

The Company approach to human rights is closely linked to the nature of its operations and the environment in which it operates. Rather than treating human rights as a standalone policy topic, the Group focuses on identifying and managing the practical risks that arise from industrial activity, workforce safety and complex supply chains.

A dedicated Human Rights Officer oversees the continuous strengthening of the Group's human rights framework.

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

The Company applies a risk-based approach to human rights due diligence, including supplier expectations, contractual requirements, internal controls, and monitoring processes. Progress and effectiveness are reported annually through the RHIM Group's Modern Slavery Act statement, which outlines actions taken and ongoing improvements.

RHI Magnesita Whistleblowing Hotline is a confidential platform designed to enable employees and external stakeholders to report suspected misconduct, including violations of human rights or ethical standards, at any time. All compliance violations – therefore also susp cions regarding slavery, forced labour and human right violations (e.g. harassment and discrimination) – can be reported (also anonymously) both by employees and external parties in more than 50 languages via various communication channels. Indications of serious misbehavior will typically be investigated by Internal Audit, Risk and Compliance, People and Culture and other appropriate departments in the organization. There were no new reported complaints related to forced or compulsory labour or human trafficking in the year 2025-26.

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

Particulars	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	Nil	2	Nil	Nil
Discrimination at Workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child Labour	Nil	Nil	Nil	Nil	Nil	Nil
Forced Labour/Involuntary Labour	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other human rights related issues	Nil	Nil	Nil	Nil	Nil	Nil

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

Particulars	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	1
Complaints on POSH as a % of female employees / workers	NA	0.80%
Complaints on POSH upheld	Nil	Nil

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

The Company's Anti-Discrimination and Anti-Harassment Policy establish a zero-tolerance approach to discrimination and harassment in the workplace. It sets clear expectations for behaviour and provides multiple confidential channels for reporting concerns, including Human Resources, line management, and the whistleblowing system. These mechanisms are designed to ensure concerns can be raised safely, investigated appropriately, and addressed in a timely manner. In addition, the Speak Up Policy enables employees and third parties to report suspected misconduct confidentially or anonymously through web-based platforms, dedicated telephone lines, or direct contact with the Internal Audit, Risk and Compliance function. This framework supports transparency, accountability, and protection against retaliation.

The Company's Global Gender Equality Policy further reinforces its commitment to fair and equal treatment in all aspects of employment and workplace practice. The policy prohibits discrimination on the grounds of age, gender or gender identity, marital or civil partnership status, pregnancy or maternity, family responsibilities, political opinion, colour, nationality or ethnic origin, religion or belief, disability, sexual ori entation, social origin, or any other status protected under applicable European Union or national legislation. The RHIM Group's Code of Conduct, Human Rights Policy, Global Gender Equality Policy and Anti-Harassment Policy define clear expectations for behaviour and apply to all individuals associated with RHI Magnesita. This includes directors, managers, employees, contractors, consultants, interns, candidates, and third parties working on behalf of or at RHI Magnesita premises.

Furthermore, the Company's Code of Conduct mandates that all employees maintain high standards of integrity, honesty, and fair dealing in their professional duties. Complementing this, the Company has also implemented a dedicated policy on the Prevention of Sexual Harassment (**POSH**) to ensure a safe and respectful work environment for all employees."

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

Yes, human rights requirements form part of RHIM Supplier Code of Conduct. Suppliers are required to comply with internationally recognized human rights standards and to work towards them in all business activities within their own sphere of influence. Any forced or compulsory labour is prohibited.

To be a part of the Company's value chain, the supplier must meet the following human rights requirements:

a. **Child Labour:** Only workers who meet the minimum employment age requirement in the country where they are working, may be hired by a Supplier. The Suppliers must comply with all the applicable labour laws, including those related to hiring, wages, hours worked, overtime and working conditions. The Suppliers are urged to formulate work-study programs and government-sponsored educational programs for the younger working section of the society.

b. **Wages and Hours:** Working hours, wages and overtime pay must comply with all applicable laws. Workers must be paid at least the minimum legal wage or a wage that meets local industry standards. Workers should be paid annual leave and holidays as per the applicable laws.

c. **Equal Opportunities / Anti-Discrimination:** Suppliers are obliged to refrain from any discrimination and to ensure equal employment. Supplier shall not discriminate against the employees, based on nationality, color, origin, ideology, religion, race, caste, creed, trade union or political activity, sexual orientation, age, sex, illness, disability, pregnancy or any medical condition.

10. Assessments for the year:

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100% of Company's Manufacturing Facilities are assessed internally and through Statutory bodies (such as Labour Department, Directorate of Industrial Safety and Health etc.) from time to time on these aspects.
Forced Labour/Involuntary Labour	
Sexual Harassment	
Discrimination at Workplace	
Wages	

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

Nil

Leadership Indicators

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

RHIM fostered an inclusive culture free from discrimination and powered by diverse employee capabilities. The Company is committed to free and fair employment practices free of any harassment based on race, religion, colour, age, sexual orientation, national origin, disability, or any other classification as mandated by national laws, International Labour Organisation and United Nation Guiding Principles Guidelines. The Company's commitment to human rights is reflected in its governance, procurement, and social strategy. RHIM remained committed to uphold human rights across its value chain and its commitment was reflected in due diligence and implementation framework governed by the following policies:

a. Policy on Human Rights
b. Human Rights Guidelines
c. Supplier Code of Conduct
d. Corporate Social Responsibility Policy
e. Stakeholder Engagement Policy
f. Guidelines for employment of Differently abled people
g. Business Responsibility Policy
h. Policy on Prevention of Sexual Harassment of Women at Workplace
i. RHI Code of Conduct Policy

In addition to the implementation of the above policy, we have amended our Human Rights Guidelines, Diversity, Equity & Inclusive Policy, and Supplier Code of conduct. We have conducted a human rights survey covering all our stakeholders. We have asked the employees about any workplace harassment, or discrimination faced by them, the effectiveness of the system to identify and report human rights issues, and the awareness of various means to report any abuse. The Employee Grievance Management System has been launched at group level. The vendor onboarding process through the internal portal covers the Human rights related requirements. In addition, supplier/vendor and customer sustainability and ESG assessment has Human Right component integrated.

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

Human rights due diligence is being covered as part of the other audits presently. EHS and People & Culture department of the Company regularly conduct audits and inspections through internal audit protocols on Human Rights related issues. Exclusive Human rights due diligence is yet to be conducted.

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, we strongly promote equal opportunities for everyone, and we acknowledge the importance of having a diverse and equitable work environment. We have designed workplaces to enable employees with disabilities to carry out their jobs. Our Corporate office has ramps at entry locations and lobbies to facilitate wheelchairs. We have dedicated toilets for differently abled employees. We have elevators with Braille signs, designed for blind people or visually impaired people. Our other locations also comply with all the national/local requirements to accommodate differently abled person and their needs.

4. Details on assessment of value chain partners:

Parameter	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	Nil
Discrimination at Workplace	Nil
Child Labour	Nil
Forced Labour/Involuntary Labour	Nil
Wages	Nil
Others-ESG Matrix	The Company has initiated the assessment of value chain partners concerning indicators related to the wellbeing of employees starting in the financial year 2025-26. We are committed to a phased approach in our value chain integration; accordingly, we have scheduled the assessment of value chain partners on human rights indicators to commence in the subsequent financial year. This incremental rollout is designed to ensure comprehensive monitoring and effective implementation of our responsible business conduct standards across our entire value chain.

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

In compliance with RHIM's Supplier Code of Conduct, suppliers are audited and monitored on a variety of sustainability topics. Health and safety topics are given high priority in this operation. The corporation recognizes the significance of health and safety regulations in every business. As a result, the Company has offered its assistance in developing such policies for suppliers who do not have them.

PRINCIPLE 6

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

Essential Indicators

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

The Company uses electricity supplied by State Industrial Grids in its manufacturing facilities in India. Diesel-driven generator sets and forklifts are also used as emergency backups and internal transportation and Liquified Petroleum Gas (LPG), Fuel Oil (FO), Coal, and Natural Gas (**NG**) are used in production activities at the manufacturing facilities.

Parameter	Unit	FY 2025-26	FY 2024-25
From renewable sources			
Total electricity consumption **(A)**	GJ	2,160.62	2,252.06
Total fuel consumption **(B)**	GJ	Nil	Nil
Energy consumption through other sources **(C)**	GJ	Nil	Nil
Total energy consumed from renewable sources (A+B+C)	GJ	**2,160.62**	2,252.06
From non-renewable sources			
Total electricity consumption **(D)**	GJ	120,013.25	116,546.55
Total fuel consumption **(E)** – (LPG, FO, NG, Coal)*	GJ	493,707.59	718,797.98
Energy consumption through other sources **(F)** – (Diesel)	GJ	14,832.38	12,091.26
Total energy consumed from non-renewable sources (D+E+F)	GJ	**628,552.23**	847,435.78

Parameter	Unit	FY 2025-26	FY 2024-25
Total energy consumed (A+B+C+D+E+F)	GJ	**630,712.85**	849,687.84
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	GJ/ ₹ Turnover	**0.00001879**	0.0000294
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	GJ/PPP turnover	**0.00038219**	0.0006009
Energy intensity in terms of physical output	GJ/mt	**3.223482**	4.7828

** Total fuel consumption under non-renewable sources includes Liquefied petroleum gas (LPG), Natural gas (NG), Propane gas (PG), Fuel Oil (FO), Coal Tar oil, Furnace oil and Coal*

- No independent assessment/evaluation/assurance has been carried out by an external agency.
- Energy consumption data for all warehouse and site office locations (specifically identified as unmetered, shared, or third-party operated sites) could not be quantified or reasonably estimated for the reporting period. This is due to a structural absence of dedicated utility sub-metering infrastructure and the bundling of all utility expenses as non-itemized, fixed overheads within macro-commercial rental agreements.
- To maintain data integrity and prevent distortion of our sustainability intensity ratios, these specific sites have been cleanly carved out from the numerical reporting boundary of Principle 6. No arbitrary proxy calculation was performed due to the lack of secondary financial spend logs or verifiable baseline site variables at these specific locations

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

   No

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

Parameter	Unit	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)			
(i) Surface water	Kl	Nil	Nil
(ii) Groundwater	Kl	66,252.91	71,197.11
(iii) Third party water	Kl	Nil	Nil
(iv) Seawater / desalinated water	Kl	Nil	Nil
(v) Others by the entity	Kl	Nil	Nil
Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)	Kl	66,252.91	71,197.11
Total volume of water consumption (in kilolitres)	Kl	66,252.91	71,197.11
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	Kl/ ₹ Turnover	**0.00000198**	0.0000025
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	Kl /PPP turnover	**0.00004015**	0.0000503
Water intensity in terms of physical output	Kl/mt	**0.3386**	0.401

No independent assessment/evaluation/assurance has been carried out by an external agency.

- Water consumption and withdrawal metrics for specific third-party operated or shared warehouse facilities could not be definitively measured or estimated for this reporting cycle. These premises completely lack dedicated utility water sub-meters. Furthermore, water costs are entirely bundled into fixed, non-itemized monthly facility rental charges, leaving no standalone financial ledgers or spend records.

- Proxy estimation frameworks (such as headcount-based domestic consumption calculations) were intentionally avoided at these specific locations due to a total lack of verifiable worker attendance logs and highly variable daily footfalls. To prevent data distortion, these locations have been excluded from the boundary of the quantitative water table for this fiscal year.

4. **Provide the following details related to water discharged:**

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	Nil	Nil
- With treatment – Please specify level of treatment	Nil	Nil
(ii) To Groundwater		
- No treatment	593	Nil
- With treatment – Please specify level of treatment	853.2	Nil
(iii) To Seawater		
- No treatment	Nil	Nil
- With treatment – Please specify level of treatment	Nil	Nil
(iv) Sent to third-parties		
- No treatment	Nil	Nil
- With treatment – Please specify level of treatment –Tertiary	3867.2	570.59
(v) Others		
- No treatment	6,776.736	Nil
- With treatment – Please specify level of treatment –Tertiary	Nil	Nil
Total water discharged (in kiloliters)	**12,090.13**	**570.59**

No independent assessment/evaluation/assurance has been carried out by an external agency.

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

The Company recognize the fact that out of four plants one plant i.e. Bhiwadi plant, is in water-scarce area. The Company adopt water-saving technologies and closed-loop water circuit technology in all plants, which account for less than 10% of our total water use. Due to the efforts put in, RHIM has been able to reduce groundwater consumption by 50% and wastewater generation has significantly been reduced. Three of our plants, which are located at Jamshedpur, Visakhapatnam and Cuttack have been able to achieve zero discharge. Projects for setting up rainwater harvesting plants in the plants are currently on.

6. **Please provide details of air emissions (other than GHG emissions) by the entity**

Parameter	Unit	FY 2025-26	FY 2024-25
NO_x	Tons	41.897	70.26
SO_x	Tons	19.848	16.47
Particulate Matter (**PM**)	Tons	108.357	52.50
Persistent Organic Pollutants (**POP**)		Nil	Nil
Volatile Organic Compounds (**VOC**)	Tons	0.033	0.014
Hazardous Air Pollutants (**HAP**)		Nil	Nil
Others – please specify		Nil	Nil

The Company has engaged external National Accreditation Board for Testing and Calibration Laboratories (**NABL**) accredited monitoring agencies to monitor emissions.

RHI MAGNESITA

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	mt CO_2e	34,862.41	31,613.36
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	mt CO_2e	23,755.07	23,535.93
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	mt CO_2e / ₹ Turnover	**0.00000071**	0.0000019
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)	mt CO_2e / PPP turnover	**0.00001439**	0.0000389
Total Scope 1 and Scope 2 emission intensity in terms of physical output	mt CO_2e/mt	**0.1214**	0.310

No independent assessment/evaluation/assurance has been carried out by an external agency.

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

Yes, the Company has undertaken following initiatives:

a. Precast Dryer: Converted one LPG burner to a dual-fuel burner, enabling operation on LPG, PNG, or Coal Gas.

b. AMC & ASC Dryers: Converted all three LPG burners to dual-fuel burners, allowing operation on LPG, PNG, or Coal Gas.

c. Tunnel Kiln-4 : Converted eight furnace oil (FO) burners to dual-fuel burners, enabling operation on Coal Gas or Furnace Oil (FO).

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

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste (**A**)	146.47	291.24
E-waste (**B**)	17.70	6.86
Biomedical waste (**C**)	Nil	Nil
Construction and demolition waste (**D**)	Nil	Nil
Battery waste (**E**)	0.16	4.0
Radioactive waste (**F**)	Nil	Nil
Hazardous Waste		
Used Oil / Grease or Spent Oil, Oily Cotton Waste, ETP Sludge (**G**)	112.443	28.932
Non-Hazardous Waste		
Metal waste, Paper and cardboard Waste, Wood Waste, Plastic Jumbo bags, Plastic & Iron barrel scrap (**H**)	2,514.28	1,918.95
Total Waste Generated (A+B+C+D+E+F+G+H)	**2791.05**	2,249.98
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (in ₹)	**0.0000000832**	0.00000007
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	**0.0000016913**	0.00000159
Waste intensity in terms of physical output	**0.014**	0.0127

Parameter	FY 2025-26	FY 2024-25
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	Nil	Nil
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total	Nil	Nil
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
(i) Incineration	Nil	8.9
(ii) Landfilling	Nil	Nil
(iii) Other disposal operations	**2,791.05**	1,312.15
Total	**2,791.05**	1,321.05

No independent assessment/evaluation/assurance has been carried out by an external agency.

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.

The Company's plant situated at Bhiwadi has been able to put into practice a successful product recycling process, Continuous process innovations are being done in this regard at the plants of RHI Magnesita. The Company sites maintain the data of waste generated and disposal thereof and include the same in their monthly environmental dashboard. Hazardous waste is managed as per the regulatory requirement, and a record is maintained for the same. Waste is disposed of through authorized handling agencies. Products are stored and handled as per the prescribed standards. Wherever applicable the Company follows 6R principles (Rethink, Reduce, Reuse, Recycle, Refuse and Repair) for waste management. Awareness sessions are undertaken for the employees who have a role and responsibility towards waste management.

Following are the key aspects of the waste management program implemented by the Company:

- To comply with the waste-related statutory requirements as applicable. Further, the Company submits waste-related returns to the regulatory authorities as per the statutory requirement.
- Disposal of Hazardous and other categories of waste such as e-waste and used batteries through authorised recyclers and disposal agencies only.
- To the extent possible, recycle product process wastes.

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, as on the date of this Report the Company does not have any facility(ies) in/around ecologically sensitive areas.

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

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

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

Yes, the Company complies with applicable Environment Regulations for its operations in India.

Sr. 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
Not applicable				

Leadership Indicators

1. **Water Withdrawal, Consumption and Discharge in areas of water stress (in kiloliters):**

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

i. **Name of the area** : Bhiwadi, Dist.-Alwar, Rajasthan

ii. **Nature of operations** : Manufacturing of refractory

iii. **Water withdrawal, consumption and discharge in the following format:**

Parameter	Unit	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)			
(i) Surface water	Kl	Nil	Nil
(ii) Groundwater	Kl	30,084	32,716
(iii) Third party water	Kl	Nil	Nil
(iv) Seawater / desalinated water	Kl	Nil	Nil
(v) Others by the entity	Kl	Nil	Nil
Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)	Kl	30,084	32,716
Total volume of water consumption (in kilolitres)	Kl	**30,084**	32,716
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	Kl/ ₹ Turnover	0.0000009	0.0000011
Water discharge by destination and level of treatment (in kilolitres)			
(i) To Surface water			
- No treatment		Nil	Nil
- With treatment - Please specify level of treatment		Nil	Nil
(ii) To Groundwater			
- No treatment		Nil	Nil
- With treatment - Please specify level of treatment		Nil	Nil
(iii) To Seawater			
- No treatment		Nil	Nil
- With treatment - Please specify level of treatment		Nil	Nil
(iv) Sent to third-parties			
- No treatment		Nil	Nil
- With treatment - Please specify level of treatment- Tertiary treatment	Kl	3,867.2	570.59
(v) Others			
- No treatment		Nil	Nil
- With treatment - Please specify level of treatment		Nil	Nil
Total water discharged (in kiloliters)	**Kl**	**3,867.2**	570.59

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	mt CO_2e	-	-
Total Scope 3 emissions per rupee of turnover	mt CO_2e / ₹ turnover	-	-

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

   None of the manufacturing facilities of the Company is situated in ecologically sensitive area.

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.	Variable Frequency Drive (**VFD**) installed for machineries	14 nos. VFDs are installed for the machinery in the production area of Visakhapatnam manufacturing facility	Reduction of emissions
2.	Roof Top Solar Panels	0.5 MW solar panels have been installed at the Visakhapatnam manufacturing facility	Use of Renewable Energy
3.	Dual fuel and Retrofitted Emission Control Device (**RECD**) for DG sets	1 no. of 500 KVA DG set modified with dual fuel system and RECD at Bhiwadi manufacturing facility	Reduction of emissions
4.	Dust collector installation	Dust collector for spray paint booth in ISO -1 installed at Bhiwadi manufacturing facility	Reduction of dust emissions
5.	Fume extractors installation	Fume extractors installed for induction furnace in purging plug area and plasma cutter area at Bhiwadi manufacturing facility	Reduction of fume emissions
6.	LED lights installation & Timer for lighting circuit	Conventional lights were replaced with LED lights and automatic timer installed for the lighting circuit at Cuttack manufacturing facility	Reduction of emissions

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

   The Company has developed a Business Continuity Plan (**BCP**) and an on-site Emergency Management Plan. The BCP of the Company has identified potential business disruption issues and a recovery plan. The key issues that have been identified in the BCP are the supply of raw materials, use of natural resources, operational continuity etc. The onsite Emergency Management Plan has identified potential emergency scenarios and disruptions that could affect business operations on a short-term and long-term basis. This plan has also included guidelines on emergency response and post-emergency measures.

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.**

   No such impact is observed in FY 2025-26. The Company has no formal reporting data collection method; this is monitored through the public domain. We do not find any material negligence by our value chain partners on environmental matters.

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

   No formal assessment methodology is available in the Company.

PRINCIPLE 7

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

Essential Indicators

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

   The Company is affiliated with Five (5) 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.	World Refractory Association	International
2.	Indian Refractory Makers Association	National
3.	Indian Chamber of Commerce	National
4.	Confederation of Indian Industry	National
5.	Bhiwadi Manufacturers 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.**

   No adverse order

Leadership Indicators

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

   The Company, either directly or through trade bodies and other associations, provides various recommendations related to the industry as a whole and its specific activities.

PRINCIPLE 8

Businesses should promote inclusive growth and equitable development

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
Not applicable					

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

Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)
Not applicable					

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

   RHI Magnesita India Limited maintains structured mechanisms to receive, assess, and address grievances from local communities and other external stakeholders affected by its operations.

Community concerns and grievances can be communicated through multiple channels, including direct engagement with plant management, community meetings, stakeholder consultations, dedicated contact points at manufacturing locations, written communications, email, and the Company's whistleblower/ethics reporting mechanisms where applicable.

All grievances received are recorded, reviewed, and assigned to the relevant department for investigation and resolution. The Company follows a time-bound process for evaluating concerns, identifying corrective actions, and communicating outcomes to the concerned stakeholders. Periodic follow-ups are conducted to ensure effective closure of grievances.

The Company regularly engages with local communities through outreach programs, CSR initiatives, and stakeholder interaction forums to understand community expectations and proactively address issues related to health, safety, environment, infrastructure, and social development. The effectiveness of the grievance redressal mechanism is reviewed periodically to strengthen stakeholder trust and promote responsible business practices.

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

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	23.91%	26.46%
Sourced directly from within the district and neighboring districts	5%	5%

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

Location*	FY 2025-26	FY 2024-25
Rural	3.84	1.72
Semi – Urban	12.65	23.26
Urban	50.94	46.28
Metropolitan	32.58	28.74

**Location categorized as per RBI Classification System – rural / semi-urban / urban / metropolitan*

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):**

   Not applicable

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

   Not Applicable

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

   No, we do not have a policy on this yet.

   b. **From which marginalized /vulnerable groups do you procure?**

   Not applicable

   c. **What percentage of total procurement (by value) does it constitute?**

   Not applicable

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

   Nil

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.**

   Nil

6. **Details of beneficiaries of CSR Projects:**

CSR initiatives mentioned below and pursued by the Company are meant to benefit vulnerable and marginalized groups of communities neighboring the manufacturing facilities of the Company. However, the exact percentage of beneficiaries therefrom is not ascertainable.

Sr. no.	CSR Project	No. of person benefitted from CSR Projects	Percentage of beneficiaries from vulnerable and marginalized groups
1.	Education	Refer note below	
2.	Health care		
3.	Rural Transformation		
4.	Skill Development and Youth Empowerment		
5.	Skills Development and Empowerment for Differently-Abled People		

**The CSR projects undertaken during the reporting period were primarily directed towards general social and community welfare causes. Given the nature and broad-based scope of these initiatives, it is not practicable to measure the impact in terms of the specific number or percentage of beneficiaries, including beneficiaries belonging to vulnerable and marginalized groups. Accordingly, such quantitative beneficiary-level impact measurement has not been undertaken.*

PRINCIPLE 9

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

Essential Indicators

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

Customer response and customer satisfaction are one of the most important factors of RHI Magnesita. The Company engages with its customers on various platforms to understand their expectations. Accordingly, corrective measures have been planned and implemented. Customer satisfaction trends are compiled, monitored and reviewed by top management at defined intervals to get the directives for improvement.

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

Environmental and social parameters relevant to the product, Safe and responsible usage, Recycling and/or safe disposal are not being calculated as a percentage of total turnover.

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

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

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

Nil

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

Yes, the Company has a detailed framework on cyber security and risk related to data privacy. This framework is aligned with ISO 27001:2022 (Information Security Management System.)

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

   Not applicable

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

a.	Number of instances of data breaches	Nil
b.	Promoting Health care	Nil
c.	Employment Enhancing Vocation Skills	Nil

Leadership Indicators

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

   Details on the products and services of the Company are available at its website www.rhimagnesitaindia.com.

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

   To educate the consumers about the safe usage of the products, the Company has created various Product Information sheets. Product application videos have also been created for quick reference and links to videos are shared with the customers on a need basis. One-to-one briefing meetings are also held with Customers as and when necessary.

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

   In order to inform Customers of the disruption/discontinuation of essential services, the Company sends e-mail communications. Our site and application team are in regular contact with customers to train and educate them.

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)**

   The Company displays product information on packaging as per the Customer requirements and applicable laws. This includes various technical specifications as required by the customer. At various platforms, the Company engages with customers to understand their concerns.

On behalf of the Board of Directors

Azim Syed
Chief Financial Officer

Parmod Sagar
Chairman
(DIN: 06500871)

Gurugram, August 14, 2026

LIMITED ASSURANCE REPORT ON BRSR DISCLOSURES

Independent Practitioner's Limited Assurance Report

on Selected Business Responsibility and Sustainability Report ("BRSR") Disclosures

To,

The Board of Directors

RHI Magnesita India Limited

Introduction

We have been engaged by RHI Magnesita Limited ("**the Company**") to undertake a limited assurance engagement on selected disclosures contained in the Company's Business Responsibility and Sustainability Report ("**BRSR**") for the financial year ended March 31, 2026 ("**Reporting Period**").

The selected disclosures covered under our limited assurance engagement are included in Appendix A to this report.

The BRSR has been prepared by the management of the Company in accordance with the requirements of:

- Guidance Note for Business Responsibility & Sustainability Reporting Format issued by SEBI
- BRSR-Core Reporting Standard, formulated by the Industry Standards Forum

Management's Responsibility

The management of the Company is responsible for:

- preparation and fair presentation of the BRSR disclosures;
- designing, implementing and maintaining internal controls and processes relevant to sustainability reporting;
- establishing appropriate systems for collection, compilation and reporting of ESG and BRSR related information;
- ensuring completeness, accuracy and adequacy of underlying records and supporting documentation;
- selection and application of suitable reporting criteria and methodologies;
- making estimates and assumptions that are reasonable in the circumstances; and
- compliance with applicable laws, regulations and reporting requirements.

The Board of Directors is responsible for overseeing the Company's sustainability reporting process.

Our Responsibility

Our responsibility is to express a limited assurance conclusion on the selected BRSR Core disclosures based on the procedures performed by us.

We conducted our engagement in accordance with the Standard on Sustainability Assurance Engagements (SSAE) 3000, "Assurance Engagements on Sustainability Information", issued by the Institute of Chartered Accountants of India ("ICAI").

We have complied with the independence and ethical requirements of the ICAI Code of Ethics.

Scope and Procedures Performed

Our procedures primarily included:

- inquiries with relevant management personnel and process owners;
- review of selected policies, procedures and internal guidelines;
- analytical review procedures;
- sample-based verification of underlying records and supporting documents;
- review of selected calculations and reconciliations;

- examination of data compilation methodologies;
- review of consistency of disclosures with supporting information made available to us; and
- obtaining management representations where considered necessary.

Inherent Limitations

Non-financial information, including sustainability and ESG information, is subject to inherent limitations because of:

- use of estimation techniques and assumptions;
- varying interpretation of reporting practices;
- dependence on internally generated data;
- evolving sustainability reporting frameworks and practices.

Different but acceptable measurement methodologies may result in materially different outcomes.

Further, environmental, social and governance metrics may be subject to estimation uncertainty and limitations in data availability.

Opinion

Based on the procedures performed and evidence obtained, nothing has come to our attention that causes us to believe that the selected BRSR disclosures included in Appendix A of the Company for the year ended 31 March 2026 have not been prepared, in all material respects, in accordance with the applicable reporting criteria adopted by the management.

However, our conclusion should be read in conjunction with the matters described in the sections titled “Basis of work performed” and “Inherent Limitations”.

Restriction on Use

This report has been prepared solely for inclusion in the Company’s Business Responsibility and Sustainability Report and should not be used for any other purpose without our prior written consent.

For Nayyar Maniar Sharma & Associates LLP
Chartered Accountants
Firm Registration No.: 019204N/N500007

Puneet Sharma
Partner
Membership No.: 500130
UDIN: 26500130HMNFRK2433

Place: New Delhi
Date: August 14, 2026