

Ref-LTF/ SE/ 2025-26/

Date: January 29, 2026

To,

BSE Limited Phiroze Jeejeebhoy Towers Dalal Street Mumbai- 400001	National Stock Exchange of India Ltd. Exchange Plaza, C-1, Block G, Bandra Kurla Complex, Bandra (E), Mumbai – 400 051
--	---

Sub: Sustainability Report for the FY 2024-25.

Ref. Code: 532783. Scrip ID: LTFOODS

Dear Sir /Madam,

Please find enclosed herewith copy of Sustainability Report of LT Foods Limited for the financial year 2024-25.

Thanking you.

Yours truly,

 For **LT Foods Limited**

 MONIKA
 JAGGIA

 Digitally signed by
 MONIKA JAGGIA
 Date: 2026.01.29
 14:53:58 +05'30'

 Monika Chawla Jaggia
Company Secretary
 Membership No. F5150
 Encl: a/a

Our Trusted Brands



Resilience that Sustains, Vision that Inspires

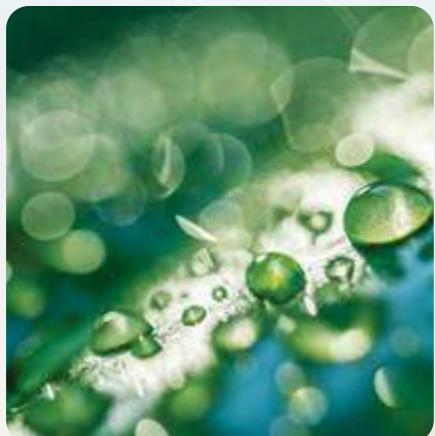
Table of Contents

03	04	06	10
About the Report	Our ESG Framework and UNSDG Linkage	From the Management's Desk	ABOUT LT FOODS
12	14	16	18
ESG Highlights	Product Portfolio	Value chain	Geographical Presence
20	22	28	
Stakeholder Engagement	Materiality	ESG Goals for LT Standalone	



30

Environment



Stewarding Nature,
Sustaining Growth

31

On the Path to Carbon
Neutrality

34

Sustaining Growth
Through Water
Stewardship

35

Turning Waste into Case
Study Possibility

36

Sustainability in Europe
Operations

38

Sustainable Environment
at Nature Bio Foods

40

44

Social



Human Capital

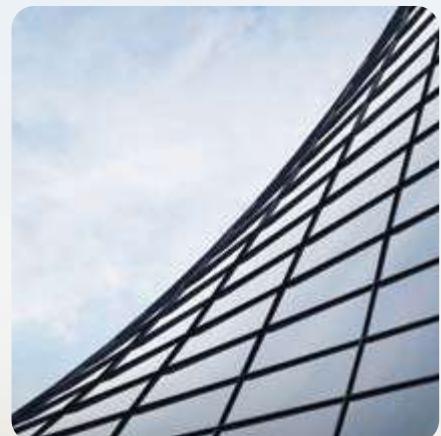
45

Nurturing Wellness,
Inspiring Change

52

56

Governance



Board Structure

57

Informed Decisions,
Empowered Leadership

60

Board Evaluation

61

Policies Supporting
Sustainability

64

66

**Sustainable
Distribution
and Markets**

70

**IT and
Cybersecurity**

72

**GRI Content
Index**

Resilience that Sustains,

Vision that Inspires

At LT Foods, our journey has always been defined by the balance between the strength to endure and the foresight to evolve. Resilience has been the thread that holds us steady through changing times, enabling us to protect what matters most: trust, quality and relationships. It is built into our brands, our partnerships with farmers, our global supply chains and our deep-rooted values that guide us in every decision.

However, resilience alone is not enough. Equally vital is the ability to look beyond the present, anticipate change and shape opportunities that inspire progress. Our vision drives us to reimagine food for a healthier and more sustainable future, embrace digitalisation and innovation, diversify with confidence and align our growth with the aspirations of communities and the needs of the planet.

Together, resilience and vision form the foundation of our growth philosophy. One sustains us; the other inspires us. And it is in this interplay that we continue to create enduring value for consumers, farmers, employees, shareholders and society at large.

About the Report

We are pleased to present the second edition of LT Foods' Sustainability Report for FY 2024-25. The report outlines our non-financial performance for the year, capturing our objectives, strategies and outcomes in a holistic manner. It provides a comprehensive view of our value creation journey through both qualitative and quantitative disclosures, with a particular focus on our Environmental, Social and Governance (ESG) initiatives.

Anchored in the theme 'Resilience that Sustains, Vision that Inspires,' this report reflects how these values guide every aspect of LT Foods' operations. Resilience drives the strength of our integrated farm-to-fork value chain, ensures consistency in quality and sustains us through market shifts and evolving consumer preferences. Vision, on the other hand, inspires us to innovate across categories, reimagine packaging, adopt clean energy, deepen farmer partnerships and expand responsibly into new geographies. Together, resilience and vision form the foundation of our sustainable enterprise and fuel our mission to nurture goodness and promote a better way of life.

Reporting Framework

The report discloses our non-financial performance. In reference with Global Reporting Initiative (GRI) 2021 Standards Moreover, this report aligns with the United Nations Sustainable Development Goals (SDGs).

Reporting Boundary

The information presented in this Sustainability Report primarily covers LT Foods' operations in India and also includes relevant disclosures relating to its subsidiaries, Nature Biofoods and LTF Europe. Together, these entities represent the key components of the Group's sustainability footprint, reflecting the scope of its environmental, social and governance practices across geographies.

Reporting Period

The Sustainability Report covers non-financial performance of the Company from 1st April 2024 to 31st March 2025 for India Business. LTF Europe figures are based on calendar year, because of the nature of European business which prefer calendar year.

Our Stakeholders



Business
Partners and Suppliers



Media



Banks and Other
Financial Institutions



Communities



Employees



Investors and
Shareholders



Consumers

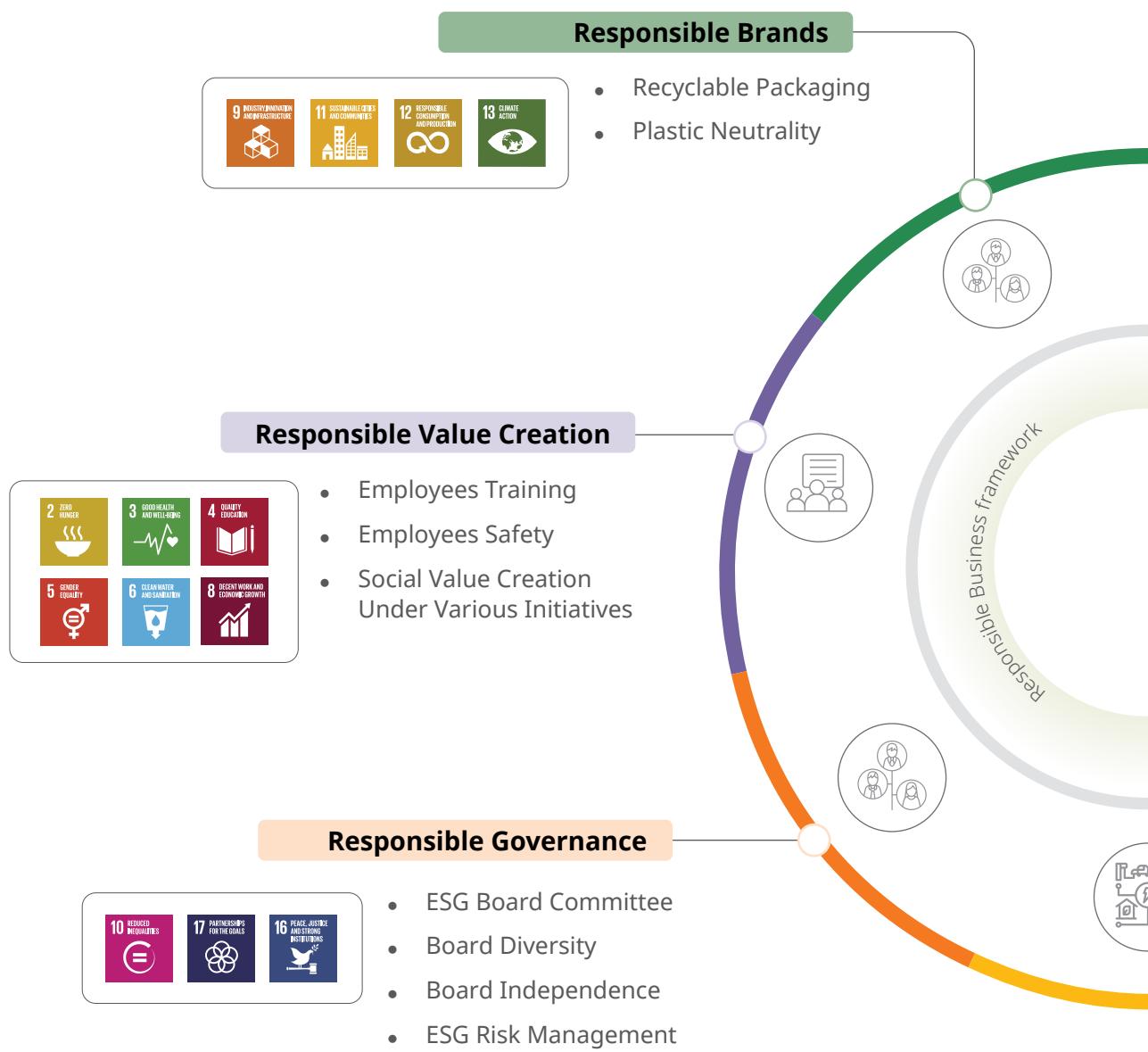


Government and
Regulatory Bodies

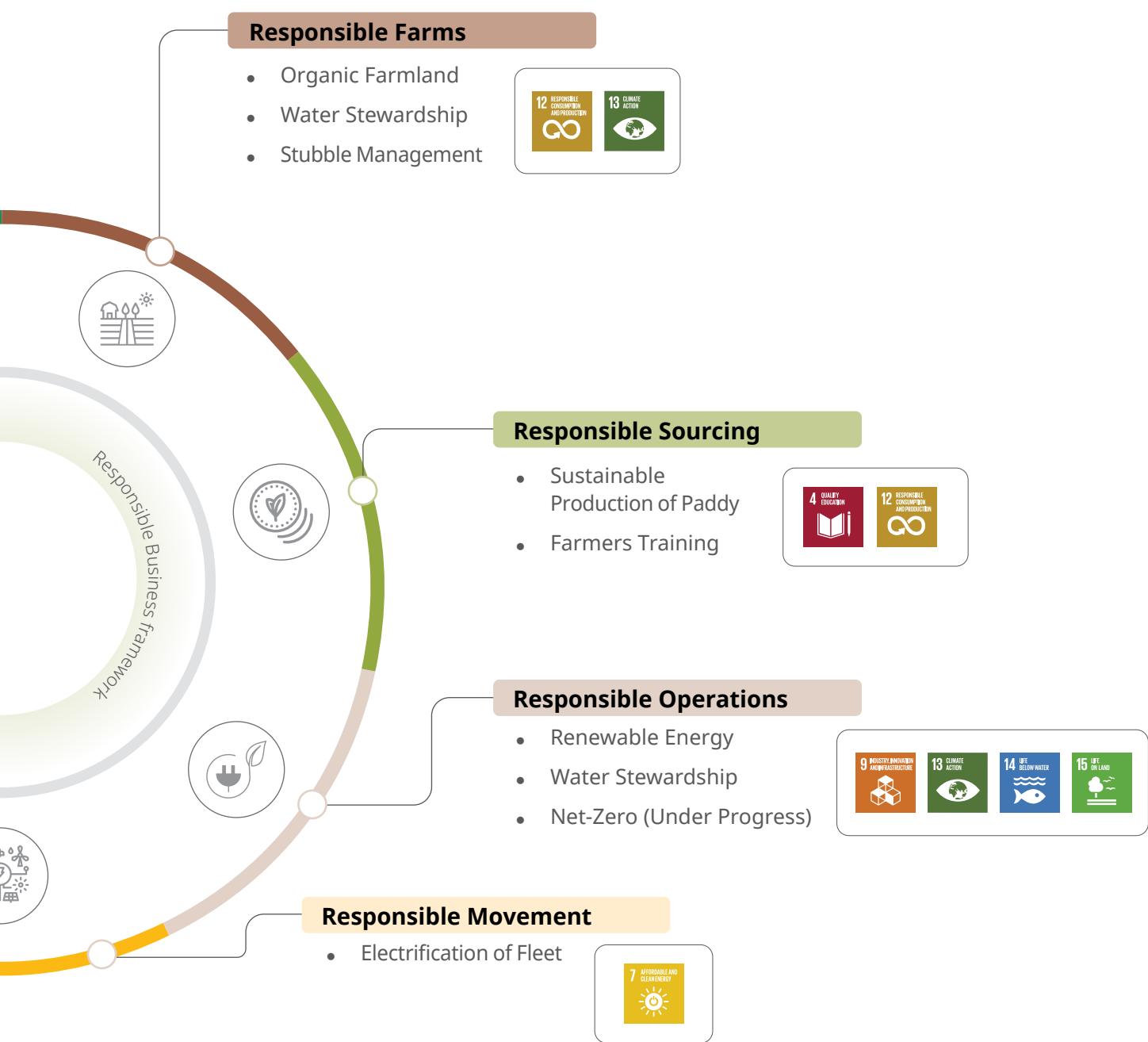
Our ESG Framework and UNSDG Linkage

Growing in Step with the UN SDGs

At LT Foods, sustainability defines who we are, shapes how we work and inspires how we give back to society. Guided by a robust ESG framework, our path is lit by responsibility rather than mere profitability. By aligning our actions with the United Nations Sustainable Development Goals (UN SDGs), we transform global challenges into possibilities and ambitions into purposeful action.



We engage with communities, nourish lives and care for the planet we all share. With ethics as our compass and excellence as our pursuit, we aspire to create impact that endures.



From the Management's Desk

Resilience Sustains Progress, Vision Inspires Transformation



This year has been a landmark one for LT Foods. Crossing the USD 1 billion revenue milestone is a reflection of the trust placed in us by consumers across the globe, the strength of our brands and the dedication of our people.

Dear Stakeholders,

From a humble beginning more than seven decades ago, LT Foods has grown into a trusted name in kitchens across India and the world. What has carried us through this journey is the ability to stay rooted in our values while adapting to change and the vision to look ahead and shape a future that is inclusive, sustainable and nourishing for all.

Our Sustainability Report reflects the progress we have made and the responsibilities we embrace as a Company committed to strengthening livelihoods, protecting the environment and creating long-term value.

This year has been a landmark one for LT Foods. Crossing the USD 1 billion revenue milestone is a reflection of the trust placed in us by consumers across the globe, the strength of our brands and the dedication of our

people. More importantly, it affirms that responsible and sustainable growth is not only possible but is the most enduring path forward.

Sustainability as Our Compass

At LT Foods, we believe that growth and responsibility are inseparable. Our ESG framework is embedded into our operations, ensuring that profitability goes hand in hand with environmental stewardship, farmer empowerment and social equity.

We have aligned our approach with the United Nations Sustainable Development Goals (SDGs). From Zero Hunger (SDG 2) and Good Health and Well-being (SDG 3) to Gender Equality (SDG 5), Decent Work (SDG 8), Responsible Consumption and Production (SDG 12), Life on Land (SDG 15) and Climate Action (SDG 13), our contributions reflect our ambition to create measurable and meaningful impact.

This year, our Pesticide Residue Compliance Project trained more than 17,500 farmers in safe and responsible farming practices, with a goal of reaching 1,00,000 farmers by FY 2030. As a founding member

of the Sustainable Rice Platform (SRP), we continue to champion sustainable rice production, backed by third-party audits and digital tools that bring transparency and accountability across the supply chain.

Pioneering Responsible Sourcing

We are the first Company globally to achieve UN SRP Level 3 Verification under the Sustainable Rice Platform assurance scheme. This recognition testifies to our commitment to sustainable agriculture and traceability.

Through the LT Foods Farm Connect programme, we have scaled farmer training and capacity building, covering safe pesticide use, mechanisation, drone-based spraying and access to high-quality seeds. Our digital tracking tools further ensure supply chain transparency while empowering farmers with data-driven insights.

Climate Stewardship and Circular Practices

Our pledge to achieve carbon neutrality and expand the use of renewable energy reflects our commitment to climate action. Already, 58.5% of our electricity comes from renewable sources and



Beyond the workplace, we continue to contribute meaningfully to communities, supporting education for over 45 schools, providing healthcare access to 12,500+ women and extending infrastructure assistance to 46 villages.

we are on track to reach 100% by 2030. Recyclable packaging and plastic neutrality, we are moving steadily towards circular, climate-smart operations.

We have also made strong progress in packaging sustainability, with 79% recyclable packaging achieved and full plastic neutrality through Extended Producer Responsibility (EPR).

Investing in People and Communities

Our employees, farmers and communities are at the crux of LT Foods. We are committed to building an organisation where diversity and inclusivity thrive. Beyond the workplace, we continue to contribute meaningfully

to communities, supporting education for over 45 schools, providing healthcare access to 12,500+ women and extending infrastructure assistance to 46 villages. Our initiatives are designed to create ripples of positive change that last well beyond immediate outcomes.

Digital Transformation and Innovation

We are harnessing technology for operational efficiency and also for farmer empowerment and consumer trust. The LT Farmer App is a significant milestone, offering farmers real-time insights on crop management, costs and sustainable practices in visual formats. This initiative is strengthening transparency across our supply chain

while raising productivity at the grassroots.

Innovation also continues to define our product portfolio. From premium rice to Ready-to-Eat (RTE), Ready-to-Cook (RTC) and organic foods, we are creating healthier, more convenient and sustainable food choices for a global audience.

Looking Ahead with Purpose

Our LT Foods 3.0 vision is to evolve into a diversified global food Company over the next decade. At the core of this vision is a steadfast commitment to sustainability, whether through scaling regenerative agriculture, expanding organic farmland to 250,000 acres by 2029-30, or advancing towards carbon neutrality (scope 01 and 2) for LT standalone and Nature Bio Foods.

For us, success is not measured by revenue alone. It lies in the trust of our consumers, the prosperity of our farmers, the growth of our employees and the health of our planet. As we step into the next phase of our journey, we remain guided

by the belief that resilience sustains progress and vision inspires transformation.

In Gratitude

We extend my gratitude to our consumers, farmers, employees, partners, regulators, investors and shareholders. Your trust and support continue to inspire us. Together, we will build a future where growth is inclusive, food is sustainable and our legacy of nurturing goodness endures for generations.

Sincerely,

Vijay Kumar Arora

Chairman and
Managing Director

Ashwani Kumar Arora

Managing Director and
Chief Executive Officer



About LT Foods

Resilience Today, Relevance Forever

At LT Foods, our story is one of resilience and vision. Our journey, which began with modest beginnings in India, has evolved into a global presence spanning over 80 countries. For over seven decades, we have built strength step by step, combining the resilience of our people, our farmers and our processes with a vision that constantly pushes us to innovate, diversify and expand.

Our flagship brands, such as DAAWAT® in India and Royal® in the United States, stand as symbols of trust, quality and aspiration. Our other offerings, including Golden Star, Heritage, 817 Elephant, Devaaya, Ecolife and Kari Kari, reflect our ability to cater to evolving tastes, lifestyles and cultures. From the everyday staple to modern snacking formats, our portfolio is a canvas of experiences, designed to enrich lives across generations and geographies.

Resilience lies at the core of our integrated Farm-to-Fork value chain, our advanced facilities across India, the US, Europe,

Africa and the UK and our strong distribution network of 2,000+ partners worldwide. It is what sustains us through shifting markets and evolving consumer preferences, ensuring our products carry the promise of consistency and care.

It is our vision that inspires us to go further and reimagine packaging, invest in clean energy, foster farmer partnerships and bring sustainability into every layer of our business. We see food as a bridge to culture, community and a sustainable tomorrow.



Our Purpose

To nurture a world of goodness. A world where we sustainably unlock the goodness of food for community, country and planet, thereby creating superior value for our stakeholders.

Our Vision

To be a leading food Company with a global presence in specialty rice, rice-based food, organic food and complementary categories that creates sustainable growth, has a positive impact on society and creates value for its internal as well as external stakeholders.

2,700+

Employees

₹3,030 cr

Gross Profit in
FY 2024-25

₹8,770 cr

Revenue in
FY 2024-25



Energy	Waste Management
3.6 MW On-site solar plant installed	2,221 MT Total waste recycled
58.5% Renewable energy	2,170.53 MT Plastic Waste Processed in Compliance with EPR
Employee	Training and Awareness
2,700+ Employees Globally	65% Value chain partners covered under the awareness programmes
SA 8000 Certified	100% Employees and workers covered under training on health and safety measures
Ethics	Diversity and Inclusion
100% BoD and KMPs covered under training programmes	17% Women-force in management
ZERO Disciplinary action taken by any law enforcement agency for the charges of bribery/corruption	11.05% Gross wages paid to females as % of total wages
56% Independent Board	ZERO Complaints reported under POSH ACT

Water Management	Emission	Sustainable Packaging	Sustainable Farming
0.32 KL/MT Water intensity in terms of physical output FY 2024-25	0.03 TCO₂e/₹ in lakh Emission intensity	Development Mono-layer recyclable packs	19,305 Number of trainings conducted for farmers
Well-Being Measures	Health and Safety	CSR	Remuneration
100% Health insurance provided to employees and workers	ZERO Safety incidents	₹ 6.52 Crore CSR Spend	6.7% increased Median annual remuneration of employees over the previous financial year
	ZERO Complaints on working condition and health and safety by employee	5,98,000+ Number of persons benefited from CSR projects	
Transparency	Committee Meeting		
NIL Instances of products recalls on account of safety issues	6 Committees of the Board	23 Total Committee meeting held during the year	9 Management Committee meeting held during the year
100% Independent Audit committee and NRC committee			
NIL Number of instances of data breaches			

Note: The KPIs outlined here are preliminary and subject to revision based on backend data availability across all sections. Adjustments will be made to minimise duplication and ensure data accuracy.

Product Portfolio

Products that Stand the Test of Time and Taste

Our diverse product portfolio is a reflection of our commitment to quality, innovation and evolving consumer preferences. From the cherished aroma of basmati rice to the convenience of ready-to-cook dishes and the crunch of rice-based snacks, our offerings are crafted to bring tradition, taste and trust to kitchens around the world.

Basmati and Other Specialty Rice Segment



Ready to Heat and Ready to Cook Segment



Organic Food and Ingredient Segment



Value Chain

Resilient Roots, Visionary Reach

With a presence in over 80 countries and processing capabilities spanning India, the US and Europe, LT Foods has built one of the most integrated and resilient agri-food value chains in the industry. Our operations span the entire lifecycle of food — from sustainable sourcing of paddy and organic crops to innovation-led processing and product development as well as market penetration through a multi-channel distribution network.

This end-to-end control enables traceability, ensures consistent quality, supports farmer livelihoods and gives us the ability to respond to evolving consumer preferences across both mature and emerging markets. Below, we outline the key components of our value chain that transform a raw grain into a trusted global product.

01



Farming and Responsible Raw Material Sourcing

Our journey begins in the fields, where we work with farmers across India and beyond. We prioritise responsible farming practices, integrating practices such as alternate wetting and drying (AWD), laser land levelling and integrated pest management to enhance yield and improve soil health. Procurement is managed through an extensive network of mandis and over-field agents, allowing us to aggregate high-quality crops from key production regions.

02



Processing, Manufacturing and Packaging

Once procured, the paddy undergoes ageing, processing and packaging at our facilities located in major rice belts like Punjab, Haryana and Madhya Pradesh. We also operate international facilities in the US, the UK and the Netherlands, among others, to cater to export and local markets. Strict quality assurance protocols ensure compliance with global food safety standards, including residue levels and export regulations.



03 Value-Added Products and Diversified Offerings

While basmati rice remains our primary offering, LT Foods has evolved into a multi-category food Company. Our value-added portfolio includes:

Basmati and Specialty Rice

Market-leading brands like Daawat and Royal offer premium basmati rice known for its taste.

Organic Foods and Ingredients

Through our Nature Bio Foods division, we offer a wide range of organic ingredients, including pulses, grains and rice, aligned with global wellness trends.

Convenience Foods and Snacks

Responding to changing consumer lifestyles, we have expanded into ready-to-cook (RTC), ready-to-heat (RTH) and rice-based snack segments, offering quick, healthy meal solutions without compromising on taste.

04



Distribution, Marketing and Global Sales

Our products reach consumers through a well-established and growing distribution network. In India, we are present across modern trade, general trade, e-commerce and quick commerce platforms in both urban and rural markets.

Globally, LT Foods operates in more than 80 countries, with strongholds in North America, Europe and the Middle East. Our localised processing and packaging units abroad allow us to meet market-specific preferences efficiently. Strategic investments in brand-building, such as the expansion of our premium and organic offerings, continue to strengthen our global footprint.

05



Supporting Infrastructure and Sustainability Practices

We have invested in training for farmers, adopted water-saving technologies, implemented renewable energy solutions in select plants and continue to reduce plastic usage and packaging waste. We continually invest in practices that preserve the environment and uplift communities.

Geographical Presence

Across Borders, Beyond Expectations

LT Foods has established a robust global footprint through its diversified operations, trusted brands and extensive distribution networks. With a presence in over 80 countries across markets in North America, Europe, the Middle East, Asia and Africa, we continue to expand our reach by adapting to regional preferences and maintaining the consistent quality of our offerings. Strategic investments in manufacturing, supply chain and local partnerships have enabled LT Foods to serve both emerging and developed markets as well as strengthen our position in the global specialty foods industry.



Distribution Hubs

Country	Number of Distribution Hubs
India	30
Dubai	2
Netherlands	2
UK	1
US	3
Uganda	1



Global Sourcing

Country	Sourcing (%)
India	86.7%
Thailand	4.7%
Uganda	0.4%
Cambodia	0.8%
Others	7.4%



Manufacturing Units

Country	Number of Distribution Hubs
Bahalgarh, Haryana	990 MT/day
Mandideep, Madhya Pradesh	850 MT/day
Kamaspur, Haryana	350 MT/day
Varpal, Punjab	250 MT/day
Bhikhiwind, Punjab	100 MT/day
Rotterdam, Netherlands	4320* MT/day
Houston, USA	4291* MT/day
Harlow, UK	140 pouches/min (Block Bottom) 70 pouches/min (Pillow)



*MT per year

Stakeholder Engagement

Conversations that Cultivate Trust

Building Lasting Partnerships for Sustainable Value Creation

At LT Foods, we recognise that our sustainability journey is intrinsically connected to the diverse stakeholders who shape our business ecosystem. Our engagement philosophy is rooted in transparency, accountability and collaborative action, ensuring that every voice contributes to our shared vision of responsible growth and long-term value creation.

Our Engagement Framework

Our stakeholder engagement approach is designed to foster meaningful dialogue, understand evolving expectations and integrate diverse perspectives into our sustainability strategy. We employ a systematic process that encompasses stakeholder identification, multi-channel engagement, responsive action and transparent reporting aligned with global standards.



For detailed information on stakeholder groups engaged, methods of engagement, frequency and key topics raised, please refer to the Annual Report (page 27).

Our Commitment to Continuous Engagement

Stakeholder engagement is embedded in our business culture as an ongoing commitment, not a periodic exercise. As we advance our sustainability agenda, we continue to:

Deepen Dialogue

through innovative engagement mechanisms and digital platforms.

Respond to Evolving Expectations

by regularly updating our materiality assessment.

Integrate Feedback

into strategic decision-making and operational improvements.

Enhance Transparency

through comprehensive reporting aligned with global standards.

Build Partnerships

that drive systemic change across the value chain.

Together with our stakeholders, we are building a more sustainable, resilient and inclusive food system for generations to come.



Materiality

Focusing on What Matters Most

Identifying Key Priorities

Our commitment to sustainable business practices begins with understanding which environmental, social and governance (ESG) issues are most significant to our stakeholders and our business. Through a rigorous materiality assessment process, we identify and prioritise the topics that have the greatest impact on our operations, stakeholders and long-term value creation.

Our Engagement Framework

We believe that meaningful sustainability reporting stems

from transparent engagement with our stakeholders and honest evaluation of our business impact. Our materiality assessment framework ensures that we focus our resources and reporting on issues that truly matter both to those we serve and to our business resilience.

As we continue to evolve our sustainability strategy, we are actively refining our ESG boundaries, particularly for our India operations. This includes revising our Materiality Matrix to better reflect stakeholder priorities and aligning our reporting targets with global best practices and emerging regulatory requirements.

1 Stage

Identify Potential Matters (Comprehensive Issue Mapping)

We begin by casting a wide net to capture all potentially relevant sustainability topics through:

- External Environment Scanning: Analysis of global sustainability trends, industry benchmarks and emerging ESG issues.
- Stakeholder Feedback Review: Systematic collection of concerns and priorities from consumers, employees, investors, suppliers and communities.
- Internal Stakeholder Consultation: Cross-functional discussions with business units to understand operational challenges and opportunities.
- Industry Analysis: Sector-specific research to identify material topics relevant to the telecommunications and technology sectors.



Materiality Determination Framework

Our four-stage process ensures a comprehensive and balanced approach to identifying material topics:

2 Stage

Filter for Relevance (Strategic Alignment Assessment)

Identified topics are evaluated against our business context:

- Board Agenda Mapping: Topics discussed at Board and Committee levels receive priority consideration.
- Peer Benchmarking: Analysis of material topics reported by industry leaders and competitors.
- Performance Impact Analysis: Assessment of each topic's potential to affect our operational efficiency and business performance.
- Strategic Goal Alignment: Evaluation of how topics connect to our corporate strategy and sustainability ambitions.

3 Stage

Filter for Importance (Stakeholder and Business Impact Evaluation)

Topics are assessed on two critical dimensions:

- Quantitative Risk Assessment: Financial impact analysis including regulatory penalties, operational disruptions and revenue implications.
- Qualitative Risk Analysis: Evaluation of reputational risks, stakeholder appetite and brand perception impacts.
- Non-Financial Impact Consideration: Assessment of effects on regulatory compliance, consumer trust, employee wellbeing, service quality and community relations.
- Sphere of Influence Mapping: Identification of internal and external areas where we can drive meaningful change.

4 Stage

Filter for Materiality (Value Creation Impact)

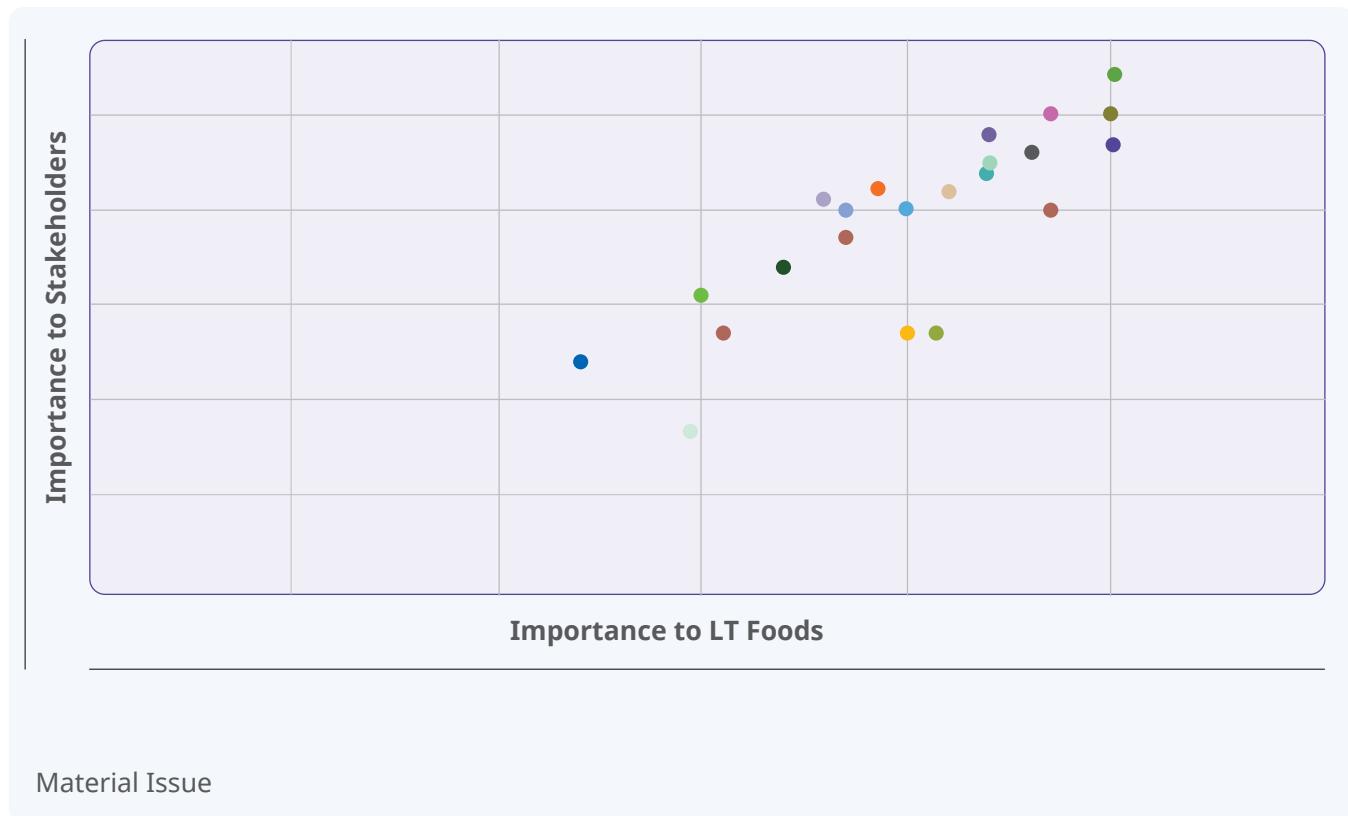
Final prioritisation focuses on topics that:

- Substantively Influence Value Creation: Issues that significantly affect our ability to generate sustainable value across short, medium and long-term horizons.
- Impact Multiple Stakeholders: Topics that resonate across diverse stakeholder groups and touch multiple aspects of our business.
- Present Action Opportunities: Areas where our interventions can drive measurable positive outcomes.
- Align with Global Standards: Issues recognised in frameworks like GRI, SASB, TCFD and emerging regulations.

Materiality Matrix Integration

Prioritise Material Matters

Our Risk and Issue Classification Standard considers likelihood, severity of impact, risk classification and onset to derive priority.



Material Issues (Legend on Right)

● Affordability and Access	● Diversity and Inclusion	● Product Quality and Safety
● Air Quality	● Employee Health and Safety	● Responsible Marketing and Labeling
● Biodiversity and Soil Quality	● Energy Efficiency	● Robust Revenue Growth
● Business Ethics and Compliance	● ESG Risk Management	● Skill Development and Training
● Climate Change	● Governance and Accountability	● Sustainable Sourcing
● Climate Resilient Operations	● Human Rights Across Value Chain	● Waste Management and Sustainable Packaging
● Data Security and Privacy	● Innovation and R&D	● Water Management
● Deforestation		

This matrix guides our sustainability strategy, target-setting, resource allocation and disclosure priorities, ensuring that our sustainability report reflects the issues that matter most to our stakeholders and our business success.



Environment

Material Topics	Stakeholder Impacted	Management Approach
Sustainable Sourcing  GRI 204	  <p>Business Partners and Suppliers Consumer Government and Regulatory Bodies Communities</p>	<p>Engaging with Sustainable Rice Platform (SRP) suppliers, promoting responsible sourcing, traceability systems and farmer training.</p>
Opportunity <p>Ensures supply chain resilience, supports farmer livelihoods, meets consumer demand for traceable and SRP-labelled products as well as strengthens brand reputation.</p>		
Boosting Green Energy / Energy Efficiency   GRI 302	  <p>Investors and Shareholders Employees Government and Regulatory Bodies Communities</p>	<p>Transitioning to renewable energy, improving energy efficiency, implementing energy audits and investing in low-carbon operations.</p>
Opportunity <p>Reduces carbon footprint, mitigates regulatory risk, lowers operational cost and strengthens brand value.</p>		
Climate Change   GRI 305	 <p>Investors and Shareholders Business Partners and Suppliers Government and Regulatory Bodies Communities</p>	<p>Roadmap for carbon neutrality (Scope 1 and 2), diversified sourcing geographies, water-efficient cultivation and emission reduction measures.</p>
Risk <p>Extreme weather and evolving climate regulations threaten raw material availability and operational continuity.</p>		
Sustainable Packaging: Innovation  GRI 301	  <p>Investors and Shareholders Consumer Government and Regulatory Bodies Communities Media</p>	<p>Transitioning to recyclable and biodegradable materials; optimising packaging dimensions to reduce resource use.</p>
Opportunity <p>Regulatory and consumer demand for eco-friendly packaging reduces waste, plastic use and transport cost.</p>		

Value Chain Position

 Operations

 Upstream

 Downstream



Environment

Material Topics	Stakeholder Impacted	Management Approach	
Health and Safety of Workers  GRI 403	 	 Employees  Government and Regulatory Bodies  Investors and Shareholders  Communities	Engaging with Sustainable Rice Platform (SRP) suppliers, promoting responsible sourcing, traceability systems and farmer training.
Risk Unsafe work conditions can cause accidents, legal liabilities and reputational loss.	  	 Business Partners and Suppliers  Communities  Consumer  Government and Regulatory Bodies  Investors and Shareholders	Transitioning to renewable energy, improving energy efficiency, implementing energy audits and investing in low-carbon operations.
Human Rights Across Value Chain  GRI 412, 414			
Risk Increasing global scrutiny on labour practices — the risk of child labour, forced labour or human rights violations can affect market access.			

Governance



Material Topics	Stakeholder Impacted	Management Approach	
Governance and Accountability  GRI 2, 3, 2-6			
Opportunity Strong governance builds transparency, stakeholder trust and regulatory compliance.		 Investors and Shareholders  Government and Regulatory Bodies  Media  Employees	Strengthened governance structure, transparent disclosures, ethics committees and enhanced board oversight.

Business Ethics and Compliance  GRI 205, 206	Risk Non-compliance can result in penalties, stakeholder distrust and reputational loss.		 Employees  Investors and Shareholders  Government and Regulatory Bodies  Media	IT-enabled compliance systems, annual ethics training, whistleblower policy and zero-tolerance for corruption.
Data Security and Privacy    GRI 418	Risk Increasing cyber threats and potential data breaches may cause financial and reputational losses.	 	 Consumer  Investors and Shareholders  Employees  Government and Regulatory Bodies  Media	Deployment of advanced cybersecurity tools, cloud protection, employee awareness programs and incident response mechanisms.

Value Chain Position

 Operations

 Upstream

 Downstream

Continuous Improvement

Materiality is not static. We commit to:

1 Continuous Review Process Regular reassessment of our material topics to reflect evolving stakeholder expectations and business context	2 Enhanced Stakeholder Engagement Deepening our dialogue with diverse stakeholder groups through structured consultations	3 Disclosure Excellence Strengthening our ESG reporting to ensure relevance, accuracy and alignment with our sustainability ambitions	4 Integration Across Functions Embedding material topics into business planning, risk management and performance evaluation processes
---	---	---	---

Our materiality assessment is the foundation upon which we build a sustainability strategy that creates shared value for all our stakeholders while contributing to a more sustainable future.

ESG Goals for LT Standalone

Anchoring Growth in Responsibility

Environmental



Top Materiality Issues	LT Foods Goals for FY 2030	FY 2024-2025
Sustainable Sourcing	<p>Procure 50,000 MT paddy sustainably</p> <p>Conduct 1,00,000 farmer trainings</p>	<p>8,100 MT procured</p> <p>19,305 trainings completed</p>
Boosting Green Energy Share and Energy Efficiency	<p>Achieve 100% green electricity usage</p> <p>10% reduction in specific energy consumption</p>	<p>58.5% achieved</p> <p>Work in progress</p>
Climate Change	<p>100% GHG reduction (Scope 1 + 2); carbon neutrality</p>	Roadmap developed
Sustainable Packaging: Innovation	<p>Achieve 45 MT recycled plastic annually</p> <p>82% recyclable packaging share</p>	<p>Yet to be initiated (0 MT)</p> <p>79% achieved</p>



Social

Top Materiality Issues	LT Foods Goals for FY 2030	FY 2024-2025
Health and Safety	Zero across operations	Nil fatalities reported
Human Rights Across Value Chain Assessment	100% critical supplier value chain assessment	Work in progress

Governance

Top Materiality Issues	LT Foods Goals for FY 2030	FY 2024-2025
Governance and Accountability	56% Board Independence	56% maintained
	30% Female director	22% achieved
Business Ethics and Compliance	100% employees covered under training by 2030	Covered at onboarding; annual module in process
	Aiming for zero compliance/regulatory penalties by 2030	No Penalties Reported
Data Security and Privacy	Achieve zero data breach vision by 2030	No Breaches Reported
	100% employees covered under training by 2030	Covered at onboarding; annual module in process

Every grain we grow begins with a promise to honour the land that nourishes us and the ecosystems that make life possible.

At LT Foods, our journey toward sustainability begins in the soil where farmers cultivate responsibly, water is conserved with care and biodiversity thrives under mindful stewardship. From adopting climate-smart agricultural practices and clean energy solutions to minimising waste and optimising resource efficiency, every step reflects our belief that progress and preservation must go hand in hand.

We see sustainability not as an endpoint but as a continuum that connects people, the planet and prosperity in an unbroken cycle of care. For us, protecting the environment is not just about reducing our footprint; it is about creating fertile ground for the future.

Environment



Key Focus Areas	Related Capitals	Stakeholder Engaged	SDGs Linked
<ul style="list-style-type: none"> Renewable energy Water stewardship Sustainable sourcing Waste management Climate action 	<ul style="list-style-type: none"> Natural Manufactured 	 Farmers  Suppliers  Regulators  Communities	    

Stewarding Nature, Sustaining Growth

For over seven decades, LT Foods has drawn its strength and success from nature's bounty. This enduring relationship with the environment has shaped our belief that growth and conservation must move hand in hand. As a business deeply rooted in the earth, we recognise that protecting natural resources is essential for our operations and fundamental to the well-being of future generations.

Our approach to environmental sustainability is holistic and action-driven. It encompasses every aspect of our value chain, from sustainable sourcing and energy efficiency to water conservation, waste reduction and climate resilience. Through targeted initiatives, we continue to reduce our environmental footprint while maintaining operational excellence and delivering long-term value to our stakeholders.

At LT Foods, we go beyond compliance and aim to set new benchmarks in environmental

responsibility. Our efforts span the Sustainable Rice Platform (SRP) initiative, greenhouse gas (GHG) emission reduction, water stewardship, waste management and the integration of clean, innovative technologies across operations. These actions form part of a broader strategy to achieve a lower-carbon, resource-efficient business model that prioritises environmental integrity and sustainable growth.

Our organic division, Nature Bio Foods (NBF), leads the way with a bold commitment to achieve carbon neutrality by FY 2045-46. Our Company has already made meaningful progress - from purchasing carbon credits to balance emissions complete with traceability tools that provide transparency from farm to fork. LT Foods, as a standalone entity, has also set a target to achieve carbon neutrality by 2030 for Scope 1 and Scope 2. This pioneering effort not only reduces environmental impact but also empowers consumers to make conscious, climate-positive choices.

We believe that meaningful environmental change stems from collaboration. LT Foods actively engages with farmers, local communities and other stakeholders to embed sustainability into every level of our operations. This inclusive approach ensures that our initiatives remain compliant with regulatory standards, including the Air Act, Water Act and Hazardous Waste Management Rules, while fostering continuous improvement in environmental performance.

From sustainable farming to responsible manufacturing and distribution, every link in our value chain is guided by a shared purpose: to create value responsibly for our consumers, stakeholders and the planet. At LT Foods, our journey is defined not only by what we produce but by how we protect the world that makes it possible.

Sourcing with Integrity, Empowering Communities

At LT Foods, responsible sourcing is a philosophy that connects every stakeholder across our value chain. We are committed to building a transparent, ethical and inclusive sourcing ecosystem that not only ensures product quality but also uplifts the communities that make our success possible.

To strengthen traceability and accountability, we have implemented a comprehensive web-based, real-time buying platform that brings complete transparency to the procurement process. This innovative system enables 100% traceability from farm to plant across both our organic and Sustainable Rice Platform (SRP) businesses. Every negotiation and contract is pre-agreed through secure digital channels, ensuring seamless, data-driven transactions that foster trust, fairness and operational efficiency.

Our sourcing model is deeply collaborative. We work closely with local farming communities, integrating sustainable agricultural practices while honouring their traditional knowledge and land stewardship. Through continuous training and capacity-building programmes, we help farmers adopt modern techniques that enhance productivity, preserve biodiversity and improve soil health, ensuring that sustainability begins where the first seed is sown.

Beyond agriculture, our initiatives focus on upholding

labour rights, advancing women's empowerment and addressing key social priorities within our supply chain. By aligning our sourcing strategies with the United Nations Sustainable Development Goals (UN SDGs), we create shared value, enabling economic opportunity, social inclusion and environmental responsibility in equal measure.

In every transaction and partnership, LT Foods strives to ensure that the benefits of our growth are felt far beyond our operations — reaching the fields, families and communities that truly sustain us.

Crafting Tomorrow through Sustainable Actions

Energy and Emission Management

As a global food Company with an integrated 'farm-to-fork' value chain, our operations inherently influence energy consumption patterns and carbon emissions. Guided by our commitment to responsible growth, we continue to transition towards cleaner energy sources, optimise resource use and adopt innovative technologies that reduce our environmental footprint.

58.5%

Share of
Renewable Energy

6,24,355 GJ

Total Energy
Consumption

3.6 MW

On-Site Solar Power
Generation

1.85GJ/MT

Energy Intensity (Per
Mt of Production)



Key Initiatives



Solar Infrastructure Expansion

Installation of rooftop and ground-mounted solar plants across India facilities to power critical operations with renewable energy.



Process Automation

Integration of SCADA-based monitoring systems for real-time tracking of energy use and optimisation of plant efficiency.



Green Heat Recovery Systems

Deployment of flash recovery and low-pressure drying systems to reduce steam losses and power demand.



Energy Audits and Kaizen

Regular audits coupled with operator-driven initiatives to minimise idle running and improve yield per unit of energy.

Case Study

Mandideep Facility – A Model for Sustainable Energy Transition

At our Mandideep plant in Madhya Pradesh, LT Foods installed a new high-efficiency turbine and solar infrastructure to reduce dependence on grid power. The project enabled:



1

A 15% reduction in external energy draw

2

A significant cut in Scope 2 emissions

3

Enhanced energy reliability for critical manufacturing lines

This initiative demonstrates how sustainable energy investments deliver measurable operational gains while reinforcing climate commitments.



On the Path to Carbon Neutrality

Reducing emissions is a central focus of LT Foods' journey toward climate-positive operations. We are systematically addressing Scope 1 and Scope 2 emissions through renewable energy expansion, fuel substitution, efficiency upgrades and sustainable agricultural practices.

Performance Snapshot

22,540+ tCO₂e

Total Ghg Emissions
(Scope 1 and 2)

24%

Reduction in Scope 1 Emissions

2%

Reduction in Scope 2 Emissions

2030

Carbon-Neutrality Target for Scope 01 and 02.

Emission Reduction Levers



Sustainable Agriculture

Through the Sustainable Rice Platform (SRP), LT Foods engages over 97,000 farmers in climate-smart practices, lowering methane and nitrous oxide emissions while enhancing soil health.



Circular Manufacturing

Utilisation of rice husk, a natural byproduct, as biomass fuel replaces conventional sources, further reducing GHG intensity.



Renewable Energy Expansion

Renewable power now contributes nearly half of total energy, directly offsetting fossil-based emissions across manufacturing sites.



Low-Emission Logistics

Gradual electrification of the vehicle fleet and route optimisation are improving distribution efficiency and reducing Scope 3 emissions.

Case Study

Low-Carbon Rice Cultivation Initiative

In partnership with the Sustainable Rice Platform (SRP), LT Foods became the first Company globally to achieve SRP verification for low-carbon rice cultivation. Independent audits confirm a significant reduction in greenhouse gas emissions

compared to conventional farming methods.

This initiative not only strengthens LT Foods' climate credentials but also enhances farmer incomes and resilience against changing climatic patterns.



Sustaining Growth Through Water Stewardship

Water is a lifeline that sustains crops, communities and the ecosystems we depend on. Thus, we view every drop as precious and strive to use it with utmost care. We recycle, conserve and replenish so that the benefits of water are shared not only within our facilities but also with farming families and local communities. Through responsible water management, we aim to nurture resilience today while safeguarding this vital resource for tomorrow.

Water is a vital resource for both agriculture and food processing, the very foundation of LT Foods' business. Recognising its critical importance, we have adopted a holistic water stewardship approach centred on reduce, recycle and recharge. Our water management framework integrates cutting-edge technology, community partnerships and systems to ensure sustainable utilisation and conservation of this shared resource.

Through responsible water management, we aim to nurture resilience today while safeguarding this vital resource for tomorrow.

Strategic Approach

Across all our manufacturing facilities. Smart flow meters and sensor-based systems monitor consumption in real time, while process innovations and closed-loop recycling reduce freshwater dependency. Beyond factory

gates, our agricultural initiatives promote water-efficient farming methods such as Alternate Wetting and Drying (AWD) and laser land levelling, improving paddy water productivity in collaboration with local farmers.

Performance Snapshot - FY 2024-25

Parameter (KL)	FY 2024-25	FY 2023-24
Total Water Withdrawal	2,10,341	2,43,788
Water Consumption	1,09,037	1,32,247
Water Intensity (Per ₹ Lakh of Turnover)	0.27	0.34
Water Discharge (Treated and Reused)	1,01,304	1,08,541

All water discharged is treated through advanced Effluent Treatment Plants (ETPs) and Sewage Treatment Plants (STPs) before being reused in cooling, cleaning, or landscaping, ensuring full compliance with the Water (Prevention and Control of Pollution) Act.

14%

Reduction in Total Water Withdrawal YoY



Case Study

Sustainable Water Loop at Bahalgarh Facility

At LT Foods' Bahalgarh plant, the implementation of advanced reverse osmosis and condensate recovery systems has significantly reduced freshwater intake. The treated condensate from rice milling is reused for boiler feed and cleaning, while rainwater harvesting pits recharge groundwater aquifers during the monsoon. The facility also reuses nearly 90% of its process water, demonstrating the efficiency of a fully circular water management model.



Community Water Resilience

Beyond operations, LT Foods invests in community-led water conservation. Over the past year, check dams, recharge ponds and filtration units were built in rural areas to enhance water availability and quality. These initiatives not only support agricultural sustainability but also contribute to SDG 6 — Clean Water and Sanitation by improving access to safe water in vulnerable regions.

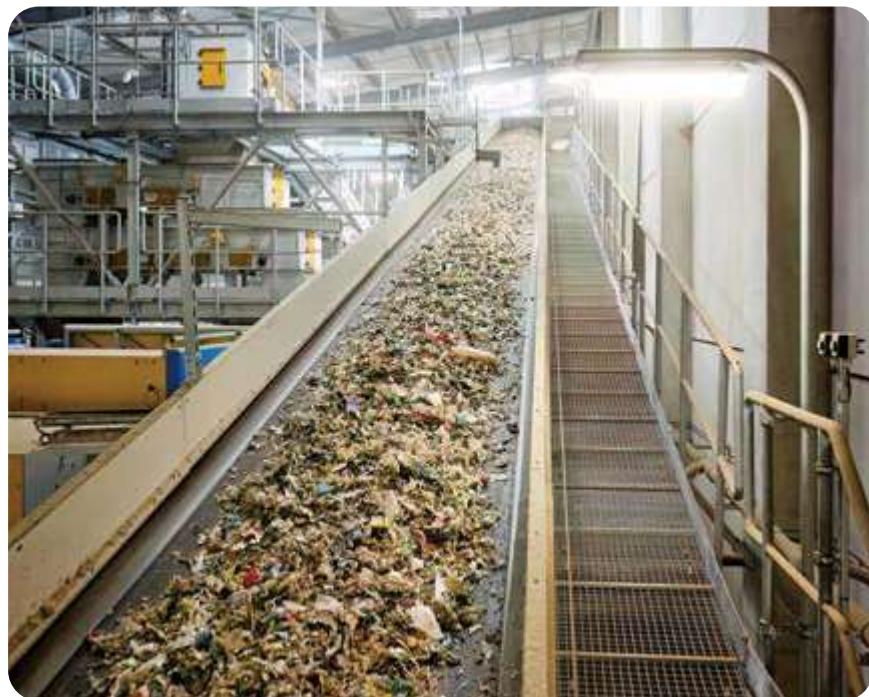
Turning Waste into Possibility

At LT Foods, circularity lies at the core of our environmental strategy. We follow the 3R principle - Reduce, Reuse and Recycle - to manage waste responsibly across every stage of our value chain. From optimising resource use in production to adopting recyclable packaging formats, our waste management framework aims to minimise landfill generation, maximise material recovery and promote a regenerative approach to business.

All our manufacturing plants are equipped with systems for segregation, recycling and reuse of both hazardous and non-hazardous waste. We also collaborate with authorised waste handlers to ensure the safe disposal of bio-waste, ETP sludge and other industrial residues. Our commitment extends beyond compliance towards embedding waste consciousness into design, sourcing and packaging innovation.

Performance Snapshot - FY 2024-25

Parameter	FY 2024-25	FY 2023-24
Total Waste Generated	2,220.63	2,523.75
Waste	2,177.48	2,482.65
Recycled/Reused/Recovered		
Landfilled Waste	40.33	40.37
Waste Intensity (Mt/₹ Lakh Turnover)	0.0053	0.0062
Plastic Waste	2,170.53	1,635
Recycled (Under Epr)		
Epr Compliance Rate	100%	100%



Key Initiatives



Sustainable Packaging Transformation

Transition to recyclable woven polypropylene bags and development of monolayer laminates for flexible packaging.



Plastic Waste Accountability

Continuous tracking of plastic waste via vendor-reported data and certified disposal under CPCB's EPR guidelines.



Operational Waste Segregation

On-site segregation of hazardous and non-hazardous waste; ETP sludge and fly ash handled exclusively through authorised recyclers.



Circular Reuse

On-site repurposing of packaging scrap into utility products such as benches, planters and bins within plant premises.

All our manufacturing plants are equipped with systems for segregation, recycling and reuse of both hazardous and non-hazardous waste.

Case Study

Circular Packaging

LT Foods' adherence to the Extended Producer Responsibility (EPR) framework. Every kilogram of plastic introduced into the market was collected and recycled through certified third-party partners.

At the Bahalgarh facility, innovative measures like

packaging material light weighting and reuse of secondary packaging reduced plastic intensity per product unit. The team also piloted on-site recycling of corrugated waste into new paper-based packaging, reinforcing LT Foods' commitment to a circular economy.



Responsible Waste Stream Management



Plastic Waste

Recycled under EPR compliance via authorised CPCB partners



E-waste

Collected and disposed of via authorised recyclers



Hazardous Waste (ETP Sludge, Fly Ash, Oil)

Managed through certified vendors and regulatory-compliant landfilling



Bio-waste and Organic Residues

Composted or incinerated under safe and monitored conditions



Packaging Waste

Reused internally or converted into recycled paper and plastic utilities

Our vision is to transform waste into opportunity — fostering a circular model that protects the environment, supports regulatory alignment and strengthens sustainable value creation across the entire ecosystem.



Recycle

To close the loop, we are steadily shifting to packaging that is recyclable by design. Woven polypropylene bags are already in use across domestic product lines and development of recyclable multi-layer laminates is underway to replace formats that were once non-recyclable. By working with authorised recyclers, contributing to Extended Producer Responsibility (EPR) frameworks and integrating recycled paper into secondary packaging, LT Foods ensures that packaging not only protects food but also protects the future.



Reduce

We begin with reduction at the source, cutting down plastic use through lightweighting techniques, new polymer formulations and re-engineered structures. These efforts mean less virgin material is used, fewer emissions are generated during production and transport-related impacts are reduced, all while safeguarding product quality and shelf life.



Reuse

Moving a step further, we encourage reuse as a way to extend the life of packaging. Larger pack formats are designed for durability, with clear on-pack guidance that helps consumers repurpose them at home, while internally we optimise secondary packaging so it can serve repeated functions.

Sustainability in Europe Operations

LT Foods Europe (LTFE) continues to demonstrate a strong commitment to environmental sustainability by integrating climate-conscious initiatives into its operations across the European region. Guided by its sustainability agenda, our Company is taking decisive actions to monitor, manage and minimise its environmental footprint while contributing positively to the global transition toward a low-carbon economy.

Mapping Our Climate Footprint

In line with the European Union's environmental and energy directives, LTFE launched a comprehensive Carbon Footprint Analysis Project in 2025. The initiative aims to establish a clear understanding of the Company's greenhouse gas (GHG) emissions and develop actionable strategies for reduction.

- Scope and Coverage:** The project covers Scope 1 and Scope 2 emissions using primary operational data and extends to Scope 3 emissions (employee commuting and business travel), including employee commuting and business travel.
- Baseline and Targets:** The year 2024 has been established as the baseline, with both near-term and long-term absolute emission reduction targets defined to track continuous improvement. An absolute 42% reduction for both scope 1 and scope 2 emissions has been set for 2030. The targets are in line with the 1.5 degree

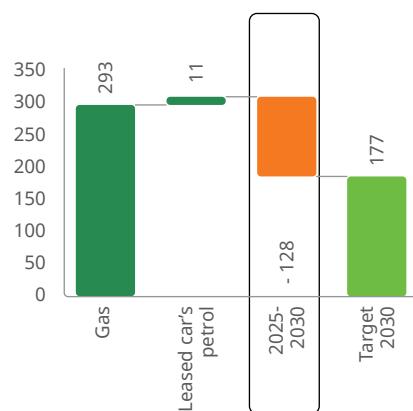


scenario provided by the Paris Climate Agreement across Scopes 1 and 2.

- Future Expansion:** The analysis will progressively include additional Scope 3 categories and extend across other European sites, ensuring a holistic view of the Company's environmental impact.

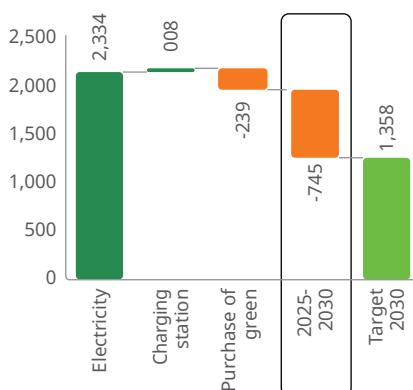
Scope 1 Reduction Target (tCO₂e)

■ Baseline ■ Reduction ■ Target plan



Scope 2 Reduction Target (tCO₂e)

■ Baseline ■ Reduction ■ Target plan



Note: based on 2024 calendar year

LTFE also plans to gradually transition to renewable electricity sources across its European operations, further reducing reliance on fossil-based energy and aligning with our Company's net-zero aspirations.



Driving Accountability and Collaboration in Sustainability

Enhanced Transparency

Strengthened our carbon reporting processes to ensure greater accuracy, clarity and accountability across all emissions data.

Client-Focused Sustainability

Managed comprehensive sustainability assessments, including EcoVadis evaluations and various self-assessment requests, aligning with client expectations and global benchmarks.

Collaborative Learning

Actively participated in buyer-led sustainability trainings, contributing to their sustainability goals while deepening our own expertise and alignment with best practices.

Shared Commitment

Supported and participated in joint sustainability initiatives that reflect LTFE's values and those of our consumers, creating shared value across the ecosystem.

Global Recognition

Earned the EcoVadis Bronze Medal, placing LTFE among the top 35% of companies worldwide for sustainability performance in the past year. This milestone reinforces our dedication to continuous improvement.

In line with the European Union's environmental and energy directives, LTFE launched a comprehensive Carbon Footprint Analysis Project in 2025.

Promoting Srp Rice to Conventional Rice's Consumers

Promoting Sustainable Choices

Encouraging consumers to transition from conventional rice to SRP-certified rice, highlighting its environmental and social benefits.

Creating Awareness

Developed a consumer presentation to introduce SRP rice, showcasing its sustainability advantages and positive impact across the value chain.

Sustainability Awareness and Communication

To build awareness and foster engagement on sustainability topics, LTFE has introduced a Quarterly Sustainability Newsletter.

- Distributed via LinkedIn and email to consumers, it serves as a communication bridge to highlight progress, share insights and reinforce transparency.

- Future editions will also be hosted on LTFE's official website, further enhancing accessibility and visibility.

Our Company's commitment to transparency and responsible communication has also been recognised with the EcoVadis Bronze Medal, placing LTFE among the top 35% of companies globally for sustainability performance.

Sustainable Environment at Nature Bio Foods

Cultivating Change, Organically

Nature Bio Foods (NBF) is committed to fostering a holistic and sustainable environment by promoting ecological balance, conserving natural resources and advancing climate action. Our Company's initiatives focus on organic farming, reducing chemical usage, conserving water, protecting biodiversity and aligning operational practices with nature's rhythms.

Installed

1,800+

solar streetlights across 70 villages, benefitting 40,000+ people.



Our Company's initiatives focus on organic farming, reducing chemical usage, conserving water, protecting biodiversity and aligning operational practices with nature's rhythms.

Our Commitments - 2030

Objective	2021 Baseline	2024 Status	2030 Target	Impact Area
Land Laser Levelling / DSR / SRI	+3,200 acres	+10,000 acres	+10,000 acres	Water Conservation, Soil Health
Solar Street Lights Installed	+700	+1,800	+1,000 additional	Renewable Energy, Rural Electrification
Ponds and Stop Dams Constructed	15	33	100	Water Recharge, Climate Resilience
Conversion to Organic Farming	+80,000 Ha	+125,000 Ha	+120,000 Ha	Soil Regeneration
Trees Planted	+100,000	+120,000	1 million	Biodiversity, Carbon Sequestration
Emission Reduction (Scope 1 and 2, India)	24,164 tCO ₂ e	11,759 tCO ₂ e	-50% by 2025	Carbon Footprint Reduction
Emission From Energy Consumption	6,025 tCO ₂ e	7,759 tCO ₂ e	50% electricity from renewables	Energy Transition
Carbon Credit Farming	1,451 acres	+3,000 acres in process	5,000+ acres	Nature-Based Solutions
Elimination of Single-use Plastic	0%	100%	Sustained	Waste Management
Carbon Neutrality	-	Progress Measured and on Track	Scope 1 and 2 by 2030, Scope 3 by 2045	Climate Mitigation
Chemical Fertilizers and Pesticides Avoided	10 million L/kg	15 million L/kg	15 million+	Soil and Ecosystem Protection

Flagship Initiatives

Go Clean with Green

- Installed **1,800+** solar streetlights across **70** rural villages, benefitting **40,000+** people.
- Distributed **5,000+** solar lamps/torches and energy-efficient pressure cookers to communities.
- Planted **120,000** trees and built **400** biogas household units, promoting clean energy transitions.

Every Drop Matters

- Constructed **33** ponds and stop dams, saving an estimated **4,725–6,075** million litres of water.
- Implemented Land Laser Levelling, System of Rice Intensification (SRI) and Alternate Wetting and Drying (AWD) techniques across **10,000+** acres to reduce water consumption and enhance yield.
- Units, promoting clean energy transitions.

CO₂ Recovery Innovation

- Developed India's first high-pressure CO₂ recovery system for rice milling, reducing carbon footprint by **85%**.
- CO₂ consumption per kg of rice reduced from **60.3g to 8.8g**.
- Over **80%** of CO₂ is now recovered and reused, ensuring alignment with organic food standards.

GHG Accounting and Emission Reduction

Methodology

- In line with the Greenhouse Gas (GHG) Protocol (WRI and WBCSD standards).
- Covers Scope 1 (direct emissions), Scope 2 (indirect energy emissions) and Scope 3 (value chain emissions – to be included by 2026).

Data Collection Methods

- Meter readings for energy.
- Fuel usage and supplier data for purchased energy.
- Activity-based data for logistics, travel and waste.

Reduction Measures

- Energy efficiency upgrades (lighting, insulation, equipment modernisation).
- Renewable energy adoption (solar and wind).
- Sustainable transport (EVs, carpooling, public transport).
- Waste reduction and recycling programs.
- Supplier engagement for lower lifecycle emissions.

Verification

- Annual internal verification in line with Global Reporting Standards (GRI).
- Future inclusion of farming-level GHG measurement in Scope 3 reporting.



Results (India Operations*)

50%

Reduction in Scope 1 and 2 emissions from 2021 (24,164 tCO₂e) to 2024 (11,759 tCO₂e).

Processing Units**1**

Sonipat

Scope 1

784.65tCO₂e

Scope 2

447.47tCO₂e**2**

Bhopal

Scope 1

6,912.37tCO₂e

Scope 2

3,615.15tCO₂e

*Results from Nature Bio Foods

22,540+Scope 1 and 2 Emissions (tCO₂e)**Carbon Neutrality Roadmap**

FY 2024-25

50%

reduction in operational emissions.

FY 2030

Net-zero

Scope 1 and 2 operations.

FY 2045

Full

Scope 3 carbon neutrality.

Implementation includes renewable sourcing, offset mechanisms and carbon farming projects across India and Africa.

Commitment to Biodiversity and Organic Stewardship

- Organic certification programs across **1,25,000+** hectares reduce dependency on synthetic inputs.
- 15** million+ litres/kg of chemical fertilizers and pesticides prevented from entering the ecosystem.
- Biodynamic agriculture principles applied to restore soil vitality and promote ecological balance.

Looking Ahead

Nature Bio Foods envisions responsible growth anchored in innovation, circularity and regeneration.

By 2030, our Company aims to:

- Expand carbon credit initiatives to **5,000+** acres.
- Achieve complete renewable energy transition at processing units.
- Integrate biodiversity restoration and soil health metrics into corporate KPIs.

At LT Foods, every story begins with the hands that sow, the hearts that nurture and the communities that grow with us. Our journey has been rooted in this belief: when people flourish, everything else follows.

From the rice fields of our farmers to the innovation floors of our teams, from village schools to community wells, we see impact as shared destiny. We work hand in hand with those who make our growth possible, empowering farmers with knowledge and fair value, creating workplaces that celebrate diversity and inclusion and supporting communities through health, education and sustainable livelihoods.

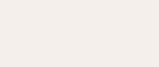
For us, social responsibility is the soul of our story. It lives in every smile and every opportunity we help create. Together, we are growing goodness that nourishes lives and futures alike.

Social



Cultivating Bonds That Stand the Test of Time

The social value we create at LT Foods is woven through our relationship with our consumers, communities, partners and stakeholders. It is an expression of our purpose and values, reflecting who we are and what we stand for. From empowering farmers through responsible sourcing to deepening consumer trust through digital engagement and from strengthening our partner ecosystem to driving impact within local communities, every initiative contributes to a shared fabric of progress. This interconnected approach builds lasting relationships and reinforces our brand as one rooted in trust, purpose and people-centric growth.

Key focus areas	Related Capitals	Stakeholders Engaged	SDGs linked
<ul style="list-style-type: none"> • Responsible Marketing and Advertising • Sustainable Farming and Raw Material Sourcing • Business Ethics and Integrity 	<ul style="list-style-type: none"> • Human Capital • Social and Relationship Capital 	 Employees  Investors and Shareholders  Government and Regulatory Bodies  Media	   

Human Capital

Powering Growth through People

LT Foods continues its journey of accelerated yet sustainable growth, driven by continuous innovation, a diversified portfolio, scaled manufacturing capacities, expanding geographies and a transformative culture shaped by digital enablement and people-centric strategies.

We believe our people-first strategy, supported by focused interventions and sustained capability-building initiatives, is central to our business success. Our sixth consecutive 'Great Place to Work' certification reflects a culture where individuals are empowered, engaged and inspired to perform at their best. Our human capital approach remains dynamic, anchored

in continuous learning, career progression and holistic employee well-being. As part of our ongoing people transformation journey, we continue to evolve our people practices to keep our workforce agile and closely aligned to business priorities. By embedding digital agility, innovation and accountability, we are shaping a future-ready organisation equipped to create enduring value for all stakeholders.

Key Focus Areas

- Learning and Development
- Diversity and Inclusion
- Health and Safety
- Human Rights

Key Highlights of FY 2024-25

2,700+
Employees Globally

14.35
Training hours per person (India)

110+
Health and Safety Awareness Sessions Conducted in FY 2024-25

Capability that Powers Performance

Capability building remains a key enabler of organisational resilience at LT Foods. Through LT Foods University, our integrated learning ecosystem, we continue to equip employees with the business skills, technical depth and leadership capabilities required to perform and grow in an increasingly dynamic environment.

Our learning approach has been further strengthened through blended and multi-dimensional learning resources, that combine classroom learning, digital modules, experiential programmes and on-the-job projects.

The 'LearnOSpace' platform has been significantly expanded with over 50+ new courses across technical, functional, leadership and digital domains, including a strong infusion of AI and data analytics modules, taking the total catalogue to over 300 courses and enabling continuous, self-paced learning across the organisation.

Specialised academies such as the Sales Academy, Manufacturing Academy and Business Skills Academy deliver focused capability development, while the Leadership Academy continues to nurture future-ready leaders equipped to drive sustained business performance and long-term value creation.

300+

Courses across technical, functional, leadership and digital domains on 'LearnOSpace'

200+

Employees upskilled in AI, Analytics and Digital skills

100+

People managers trained through leadership programmes

Strategic Leadership Development Programme

Within the Leadership Academy, we launched well-defined and structured leadership development journeys for different management levels. These include

50

Employees identified for focused development

360° feedback assessments for holistic leadership effectiveness

Executive coaching journeys to enhance leadership agility and accountability

Structured High-Potential (HiPo) development initiatives supported by Individual Development Plans (IDPs).



Powering Sustainable Growth Through Talent

To sustain long-term business growth and strengthen our leadership pipeline, we expanded strategic partnerships this year with institutions such as IITs, IIMs, ISB, MDI, ICAI, ICSI, NITs and other premier institutes. This ensures access to a diverse pool of high-potential talent with strong analytical skills and leadership promise.

Simultaneously, we continued to build a robust early-career pipeline across key roles, including sales officers, quality analysts, agri-procurement specialists and function-specific professionals in finance, IT, legal and HR, ensuring depth across critical functions.

To remain aligned with evolving business needs in a dynamic industry landscape, we continue to onboard experienced industry professionals to support specialised and emerging business requirements.

Our rigorous multi-layered assessment framework, spanning psychometric evaluations, skills and potential assessments and cultural alignment, ensures that every hire meets both role-specific expectations and LT Foods' values.

We further strengthened the onboarding experience through the introduction of an AI-enabled digital tool, enabling seamless integration, faster assimilation and stronger cultural alignment from day one.



75+

Campus Hires On boarded and Inducted

Driving Growth with Purpose and Precision

Our Digital Performance Management System drives clarity, transparency and accountability by aligning well-defined KRAs and KPIs with organisational priorities. A structured framework of continuous feedback and periodic performance reviews enables timely course correction and consistent delivery of outcomes.

Performance is directly linked to rewards and career progression, reinforcing a strong meritocratic culture through

Performance Linked Variable Pay and differentiated growth opportunities. As business priorities evolve in a dynamic industry environment, we continue to onboard talent aligned to emerging capabilities, ensuring our performance ecosystem remains agile, future-ready and firmly focused on sustained excellence.



Employee Engagement as a Strategic Advantage

Employee engagement remains central to our people strategy. To strengthen continuous connection and meaningful dialogue, we have increasingly leveraged technology to enhance listening and responsiveness. Our AI-enabled HR Ally captures real-time employee feedback at critical milestones, enabling timely interventions and fostering a more engaged and responsive workplace.

We continue to build connection through well-established employee forums such as town

halls, coffee conversations, leadership lunches and skip-level meetings, reinforcing transparency, openness and accessibility across levels.

Family-centric initiatives including Kids' Day @ Office, Parents' Day, Mother's Day and Father's Day extend engagement beyond the workplace, nurturing a deeper sense of belonging. To celebrate personal milestones, we curate thoughtful gift hampers for new parents, reflecting our belief that care and connection are integral to a thriving culture.

Through our HR Connect programme, 'Sampark', HR teams engage closely with employees across locations, gather on-ground insights and co-create solutions, bridging communication gaps and strengthening trust across the organisation. We further reinforced collaboration and team spirit through energising off-sites at destinations such as Jim Corbett and Tehri Chamba, enabling employees to bond in new environments and return renewed, connected and ready to perform.



Building a Culture of Care and Resilience

Well-being remains one of the core priorities, embodied in a comprehensive Employee Assistance Programme (EAP) — 'Together We Care' — which offers physical, mental and emotional wellness solutions. Preventive health check-ups in collaboration with renowned hospitals, fitness programmes like Stepathon, mindfulness sessions and counselling support ensure holistic well-being.

We also provide comprehensive employee insurance coverage, extending benefits to employees and their dependents to safeguard their health and security.

Recognising our responsibility beyond the workplace, we extend support to

employees' families during challenging times, including in the unfortunate event of an employee's demise. There are policies in place for financial assistance to the family and education support for employees' children, reinforcing our culture of care and compassion when it matters most.

100%

Employee engagement on wellness platform

110+

Health and Safety Awareness Sessions



Rewarding Contributions for Sustainable Success

At LT Foods, recognition is a powerful expression of our culture. Our multi-tiered recognition framework ensures that every contribution, large or small, is acknowledged and celebrated, reinforcing a strong sense of ownership and pride across the organisation. By recognising excellence consistently and meaningfully, we inspire individuals and teams to perform at their best.

We view appreciation as a strategic driver of engagement

and performance. By linking recognition to our values and behaviours, we strengthen commitment, reinforce what matters most and build a culture where excellence is recognised, motivation is sustained and high performance becomes a shared pursuit.

We celebrate excellence through multiple programmes, including Sales Excellence, LT Foods Stars, Team Excellence and Digital Excellence Awards. In alignment with our ongoing

organisation-wide Digital Transformation journey, Digital Excellence Awards were introduced last year to celebrate achievements and contributions in the digital space.

200+

Employees rewarded last year

Safety First, Always

At LT Foods, safety is a promise embedded in every process. Across all our manufacturing units, dedicated Environment, Health and Safety (EHS) teams ensure that global standards are upheld through robust systems, clear protocols and continuous monitoring. Guided by a comprehensive Occupational Health and Safety (OHS) policy and management system, we proactively identify and mitigate risks through structured safety risk assessments. In addition, our incident management system enables timely reporting,

investigation and corrective action, ensuring that learnings are embedded into practice. By fostering a culture of awareness and accountability, we make every workplace a space where people feel protected, empowered and cared for.

110+
Health and Safety Awareness Sessions Conducted in FY 2024-25

100%
critical supplier value chain assessment



Dedicated EHS Oversight

Each plant is supported by a local EHS team that enforces site-specific protocols in line with regulatory and internal standards. These teams conduct regular safety briefings, perform root cause analyses following incidents and monitor adherence to Personal Protective Equipment (PPE) compliance across departments.

Third-Party Security Audits

We have partnered with Mahindra Security Group to conduct periodic audits that assess physical infrastructure, emergency preparedness and compliance with national safety regulations. Findings from these assessments are integrated into our continuous improvement roadmap.

Ongoing Infrastructure Upgrades

We have consistently invested in modernising security systems across our sites. These enhancements span high-definition CCTV surveillance, biometric access controls, smoke detection systems and fire suppression units to safeguard both our people and assets.

At LT Foods, safety is a promise embedded in every process.

Building an Inclusive High-Performance Culture

We continue to strengthen diversity and inclusion by ensuring equal opportunities across roles, functions and hierarchies. A robust POSH

framework and zero-tolerance approach towards discrimination reinforce a respectful, inclusive workplace. Flexible work

arrangements and parenting support policies enable a work environment that is empathetic, adaptable and family-friendly.



People Who Power Our Advantage

By investing in people, we reinforce resilience today and sustainability for tomorrow. LT Foods will continue to foster an environment where talent thrives, careers grow and shared success becomes a reality, creating a lasting positive impact on people's lives.



Nurturing Wellness, Inspiring Change

At LT Foods, we believe good health is the foundation of a thriving community. Through initiatives centred on preventive care, nutrition and women's hygiene, we aim to make healthcare accessible and awareness universal, beginning in the rural heartlands where it's needed most. Guided by a well-defined CSR policy and management process, our efforts are structured to deliver lasting impact with transparency and accountability. In addition, a grievance

redressal mechanism is available for community members, ensuring that concerns are heard, addressed and integrated into our continuous improvement journey.

1,00,000+

Sanitary pads distributed

400+

Menstrual hygiene awareness sessions conducted

Nourishing Health, Empowering Lives

Our efforts to strengthen rural health focus on those who need it most such as women, children and adolescents. Through free medical camps, nutrition education sessions and supplement distribution, we aim to build awareness, prevent illness and nurture healthier futures.

₹ 6.52 Cr

CSR Amount Spent

5,98,000+

CSR Beneficiaries



Together Towards a TB-Free Tomorrow

In partnership with the District Health Department of Raisen, Madhya Pradesh, LT Foods extended its support to the National TB Elimination Programme (NTEP) by addressing one of the most critical needs in nutrition. We provided nutritional food baskets to patients, helping them regain strength and resilience while undergoing treatment. Alongside, awareness drives were conducted to encourage early diagnosis and consistent treatment adherence. This collaborative effort led to a significant reduction in TB-related mortality within just six months, highlighting the power of community-driven healthcare interventions.

560+

TB Patients supported

2,320+

Baskets of nutrition food and nuts distributed to TB Patients

We provided nutritional food baskets to patients, helping them regain strength and resilience while undergoing treatment.

From Stigma to Strength

In communities where conversations around menstruation are often silenced, we have created safe spaces for dialogue, awareness and dignity. Our initiatives reach adolescent girls with menstrual health education and sanitary pad distribution, ensuring that no girl's potential is limited by a lack of awareness or access.

Turning Abilities into Opportunities

Creating sustainable livelihoods lies at the heart of our community development efforts. At LT Foods, we work to unlock opportunities for rural youth and farming families through targeted skill-building and entrepreneurship programmes. These initiatives go beyond technical training. They foster financial literacy, confidence and self-reliance, enabling individuals to take charge of their futures.

We also promote modern agricultural practices and small business development to diversify income sources and strengthen rural resilience. Implemented in collaboration with NGOs and local partners, our livelihood initiatives are designed to be inclusive, locally relevant and deeply empowering, ensuring that progress takes root where it matters most.

300+

Individuals trained

11

Villages benefitting from livelihood enhancement programmes



1,00,000+

Sanitary product distributed

400+

Menstrual hygiene awareness sessions conducted

Building Capabilities that Strengthen Futures

We enable individuals to build meaningful livelihoods through vocational training programmes across diverse fields such as tailoring, electrical work, digital literacy and food processing. Each course is designed in alignment with local market needs, ensuring that participants acquire practical, job-ready skills. Beyond training, we extend support through placement opportunities and entrepreneurship guidance, helping graduates translate their learning into sustainable employment or self-reliance. Through these initiatives, we aim to create a skilled workforce that powers both personal growth and community prosperity.



Empowering Growth, Enriching Lives

In select villages, LT Foods has introduced integrated livelihood initiatives that blend skill development, financial inclusion and market access. These programmes go beyond training. They provide participants with credit support, business mentorship and linkages to sustainable markets, helping them move into higher-value occupations. By empowering individuals to make informed financial decisions and build resilient enterprises, these initiatives have led to tangible improvements in household income and economic independence across communities.

Integrated Village Development Programme for Communities

We are committed to transforming villages in Madhya Pradesh into model communities by providing essential infrastructure, such as clean drinking water, street lights, menstrual hygiene and health support, comprehensive schooling and sustainable livelihood opportunities. By working closely with community members, we promote growth and development, empowering individuals to

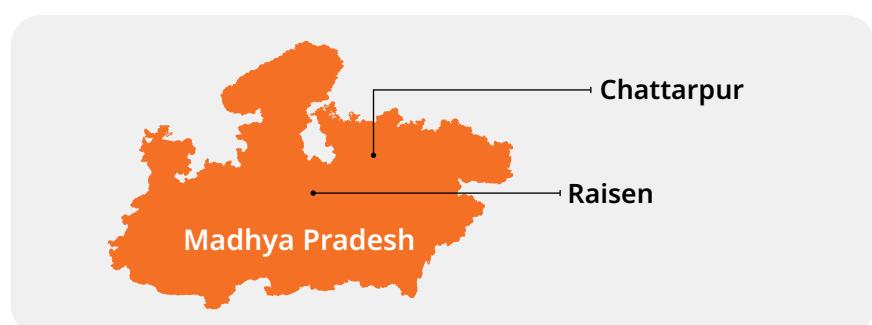
achieve their full potential and creating a replicable model for village development.

4

Villages Impacted in Raisen District, Madhya Pradesh

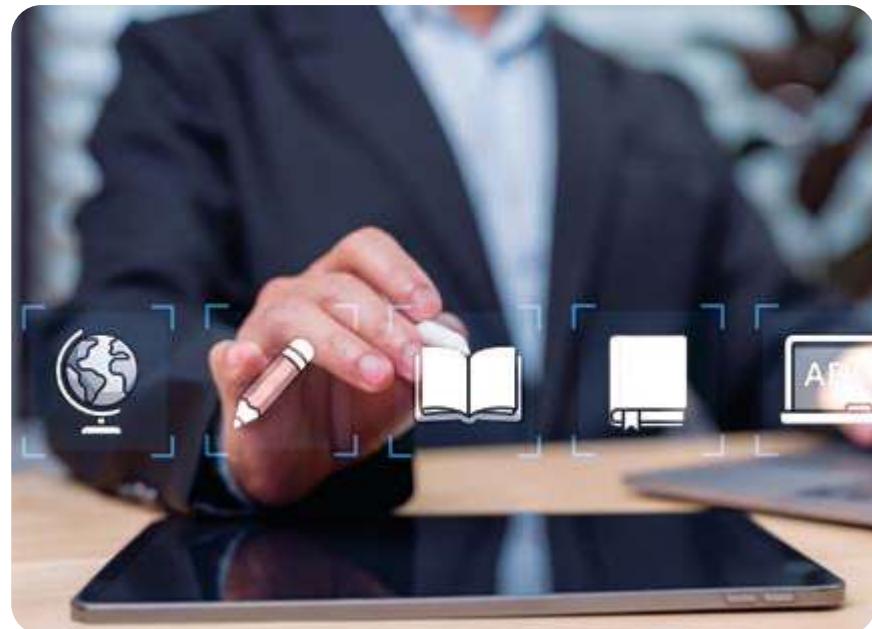
11

Villages Impacted in Chattarpur District, Madhya Pradesh



Driving Digital Inclusion Through Education

Education empowers people and communities, serving as a key enabler of equity, opportunity and sustainable development. To nurture learning opportunities for all, we focus on strengthening school infrastructure, enabling digital learning environments and equipping teachers with modern pedagogical skills. Through these initiatives, we aim to create an ecosystem where every child can learn, grow and unlock their full potential in an increasingly digital world.



8,650+

Schools supported through partnered NGOs

5,16,000+

Students supported by LT group and partnered NGOs

10

Digital classrooms enabled

35,830+

Teachers trained

Education empowers people and communities, serving as a key enabler of equity, opportunity and sustainable development.

Creating Spaces Where Learning Thrives

Through our school adoption initiative, launched in FY 2021-22, we have been transforming learning environments into spaces that inspire curiosity and growth. By upgrading infrastructure, classrooms, furniture and playgrounds, we aim to create schools where children can learn with comfort and joy. To date, these efforts have positively impacted over 5 lakh students, helping nurture brighter futures and stronger communities.

Enabling Learning

Education is the cornerstone of societal progress. We focus on enhancing the learning environment in schools by:

Upgrading

classrooms to provide a safe and inviting space for students

Building

modern toilets and bathrooms to ensure hygiene and comfort.

Constructing

school boundaries to enhance safety.

Driving Digital Inclusion in Education

To make learning more inclusive and future-ready, we have introduced digital classrooms and equipped schools in underserved areas with computers and smart learning tools. These initiatives are helping bridge the digital divide, giving students access to modern education and the confidence to thrive in a connected world.

Training Minds That Shape the Future

In partnership with NGOs and education experts, we conduct capacity-building programmes for teachers to enhance classroom engagement and teaching effectiveness. These sessions focus on innovative pedagogy, digital tools and student-centred learning, empowering educators to create more interactive and impactful learning experiences for every child.

Good governance is the foundation that sustains our long-term success. It is the way we lead with accountability, fairness and transparency.

Our governance framework is designed to protect stakeholder interests, guide ethical decision-making and ensure sustainability. Through well-defined structures, strong board oversight and clear lines of responsibility, we uphold the trust placed in us by our consumers, investors, partners and employees.

Governance at LT Foods is also about foresight, i.e., anticipating risks, ensuring resilience and

fostering responsible growth. Our Board and its Committees actively monitor performance across environmental, social and financial dimensions, ensuring alignment with our sustainability goals. Regular reviews, transparent disclosures and a culture of integrity enable us to meet not only regulatory expectations but also the ethical expectations of a Company committed to creating long-term value for people and the planet.

Governance



Board Structure

Our Foundation of Trust

Composition

The Board of Directors of LT Foods Limited is composed of nine members, reflecting an optimal balance of Executive, Non-Executive and Independent Directors, including representation of women Directors, in compliance with SEBI Listing Regulations. As of March 31, 2025, the Board comprises three Executive

Directors, one Non-Executive Non-Independent Director and five Non-Executive Independent Directors. All Non-Executive and Executive Directors, except the Chairman and Independent Directors, are subject to retirement by rotation. This structure ensures effective oversight while maintaining operational flexibility and continuity.

All Non-Executive and Executive Directors, except the Chairman and Independent Directors, are subject to retirement by rotation.

Diversity

We recognise diversity as a strategic asset that enhances governance and the quality of decision-making. The Board reflects a healthy mix of backgrounds, perspectives, expertise and experiences. Diversity encompasses a wide range of attributes, including gender, ethnicity, skills, education and professional experience. We strive to promote an inclusive workplace by

promoting equal opportunities and enforcing a robust policy against discrimination, supported by a zero-tolerance approach towards harassment. Flexible work arrangements and family-friendly policies further reinforce an empathetic and supportive environment.

2

Women Directors



22.22 %

Women in management roles



Governance Framework

The governance framework at LT Foods is built on principles of transparency, fairness and accountability. The Board and its Committees, namely, the Audit Committee, Nomination and Remuneration Committee, Corporate Social Responsibility and Environment, Social, Governance Committee Risk Management Committee and Stakeholders' Relationship Committee, function cohesively to ensure adherence to statutory responsibilities and strategic oversight. These Committees address key issues and report to the Board, enabling informed decision-making. The Company Secretary advises the Board on compliance and governance matters, ensuring the highest standards of ethical conduct. A proactive risk management approach is embedded across all operations and supported by dedicated governance structures, enabling us to effectively mitigate risks and align with our long-term objectives.

Board of Directors



Mr. Vijay Kumar Arora

Chairman and Managing Director



CSR and ESG



Mr. Ashwani Kumar Arora

Managing Director and Chief Executive Officer



CSR and ESG RMC SRC



Mr. Abhiram Seth

Lead Independent Director



AC NRC CSR and ESG RMC SRC



Mr. Alrumaih Sulaiman Abdulrahman S

Non-Executive Non-Independent Director



AC RMC



Mrs. Ambika Sharma

Independent Director



AC NRC



Mr. Raju Lal

Independent Director



AC CSR and ESG RMC



Mr. Surinder Kumar Arora

Managing Director



SRC

Skill Expertise and Competencies

- Financial expertise
- Business Strategy, Sales and Marketing
- Manufacturing Expertise
- Governance and Risk Management
- People Management and Leadership
- Technological Expertise

Committee

AC	Audit committee
NRC	Nomination and remuneration committee
CSR and ESG	Corporate social responsibility and environment social governance committee
RMC	Risk management committee
SRC	Stakeholders relationship committee



Mrs. Neeru Singh

Independent Director



AC NRC CSR and ESG SRC

Board of Directors

Attendance in Corporate Social Responsibility and Environment, Social, Governance Committee Meetings

Mr. Vijay Kumar Arora

Chairman and Managing Director

50%



Mr. Ashwani Kumar Arora

Managing Director and Chief Executive Officer

100%



Mr. Abhiram Seth
Lead Independent Director

100%



Mrs. Neeru Singh
Independent Director

100%



Mr. Raju Lal
Independent Director

100%



Mr. Satish Chander Gupta

Independent Director



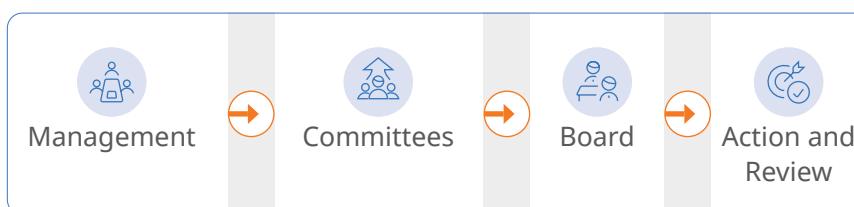
Informed Decisions, Empowered Leadership

Our Company has instituted a strong and transparent governance framework that promotes integrity, accountability and agility in decision-making across all levels. Guided by the principles of ethics and fairness, our Board operates in strict adherence to the Companies Act, 2013, Secretarial Standards and SEBI Listing Regulations, ensuring that every action reflects compliance, responsibility and long-term stakeholder trust.

Governance Framework Overview

Aspect	Key Practices
Meeting Structure	Annual calendar of Board and Committee meetings pre-scheduled at the start of the year
Mode of Meetings	Conducted through both physical and virtual modes for flexibility
Urgent Decisions	Resolutions passed via circulation between meetings
Information Flow	Well-defined channels between management and the Board for real-time updates
Agenda and Materials	Circulated in advance through a secure electronic platform
Compliance Framework	All items placed before the Board as per Schedule II of SEBI (LODR) Regulations
Follow-up Mechanism	Status of action items reviewed in subsequent Board/Committee meetings

Flow of Information



Outcome

A well-informed and agile Board that engages in open, constructive discussions enabling effective, ethical and transparent decision-making aligned with long-term business sustainability.

Information Shared Includes

- Financial and operational performance
- Risk and compliance updates
- ESG and CSR initiatives
- Supply chain and HR matters
- Strategic and long-term business plans

Role of the Company Secretary

- Coordinates all Board and Committee meetings
- Prepares, reviews and circulates agenda and supporting papers
- Ensures confidentiality through secure digital channels
- Drafts and finalises meeting minutes within statutory timelines

Key Governance Highlights

- Five Board Meetings held (Physical + Virtual)
- Quarterly Audit Committee updates on business and risk matters
- Secure digital platform used for all Board communications
- Structured review mechanism for action item tracking and reporting

Board Evaluation

Each year, in keeping with the Companies Act and Listing Regulations, the Board takes stock of its own journey. Through a formal evaluation process, the Board and its Committees reflect on their effectiveness, identify strengths and uncover opportunities to do better. Working closely with the Nomination and Remuneration Committee, clear benchmarks have been set to review the performance of the Board as a whole, its Committees and every Director individually. These principles are captured in the Board Evaluation Policy, which can be accessed on the Company's website: https://ltfoods.com/ltfootscms/uploads/investors/policiesandrelateddocuments/policiesandrelateddocuments_1732180692.pdf

Evaluation Process

During the year under review, our Company carried out a comprehensive internal Board Evaluation exercise, covering every dimension of governance, from the performance of the Board as a whole and its Committees to peer assessments of Directors and the role of the Chairperson. Directors responded to detailed questionnaires that explored a wide range of parameters, while also providing specific feedback on the effectiveness of the Chairperson, Independent Directors and Executive Directors.

The results painted a clear picture of a Board that is both strong in practice and united in purpose. Scores and feedback across all areas were consistently high, reflecting a culture of diligence, integrity and responsibility. The evaluation reaffirmed that the Board

01 **Acts**

with good faith and due care, upholding the highest ethical standards

02 **Maintains**

a sharp focus on governance, talent development, strategic direction and building future-ready capabilities

03 **Proactively**

integrates environmental and social considerations into decision-making

04 **Nurtures**

a collaborative culture that values critical thinking, open dialogue and diverse perspectives.

The Committees of the Board were also recognised for their effectiveness. Operating with well-defined mandates and procedures, they conduct structured meetings that add significant value to the Board's deliberations. Meanwhile, Management was commended for its proactive engagement with the Risk Management Committee, ensuring timely presentation of key issues and further strengthening our Company's risk oversight framework.

Together, these outcomes highlight a governance system that is rigorous in evaluation, resilient in execution and deeply committed to creating long-term, sustainable value for all stakeholders.

Specialised Committees for Focused Leadership

At LT Foods, governance is the foundation on which our integrity, resilience and sustainable growth are built.

To uphold the highest standards of oversight and transparency, the Board has constituted specialised Committees that focus on critical areas such as financial stewardship, risk management, ESG performance, stakeholder engagement and corporate responsibility.

Each Committee functions under clearly defined charters aligned with the Companies Act, 2013 and SEBI Listing Regulations, ensuring robust compliance and accountability. Working in close coordination, these Committees provide strategic direction, enhance decision-making and reinforce trust among stakeholders. Together, they embody the essence of responsible governance that balances performance with purpose and drives LT Foods toward enduring value creation.

LT Foods had six Committees of the Board:

01 Audit Committee

02 Nomination and Remuneration Committee

03 Corporate Social Responsibility and ESG Committee

04 Risk Management Committee

05 Stakeholders' Relationship Committee

06 Management Committee

01 **Audit Committee**

The Audit Committee ensures the integrity of our Company's financial reporting, compliance and internal control framework. All members are financially literate, with the majority possessing accounting or financial expertise.



5

Meetings held during the year

Key responsibilities include:

- Overseeing financial reporting and disclosures
- Recommending appointment and remuneration of auditors
- Reviewing financial statements, related party transactions and audit findings
- Monitoring the independence and performance of statutory and internal auditors
- Evaluating internal controls, whistle-blower mechanisms and risk management systems.

The Audit Committee met five times in FY 2024-25, with active participation from independent directors.

02 **Nomination and Remuneration Committee (NRC)**

The NRC is responsible for shaping the composition and effectiveness of the Board and senior leadership.



3

Meetings held during the year

Key responsibilities include:

- Formulating criteria for appointment, reappointment and evaluation of directors
- Overseeing Board diversity and succession planning
- Recommending remuneration policies for directors, KMP and senior management
- Reviewing performance evaluation of directors and executive leadership
- Administering employee stock option schemes and related policies.

03 **Corporate Social Responsibility (CSR) and ESG Committee**

The CSR and ESG Committee drives LT Foods' sustainability and social impact agenda. It ensures that our Company's ESG vision translates into meaningful actions across operations and the value chain.



2

Meetings held during the year

Key CSR responsibilities

- Formulating and monitoring CSR policy and programmes in line with Schedule VII of the Act
- Reviewing CSR spending and outcomes
- Evaluating effectiveness of community projects in healthcare, education, livelihood and sustainability.

Key ESG responsibilities

- Developing ESG-related policies and risk frameworks
- Identifying and monitoring ESG and climate-related risks
- Setting ESG-related KPIs and tracking performance
- Enhancing stakeholder engagement and transparency in ESG reporting
- Ensuring compliance with SEBI BRSR requirements and global frameworks.

04 Risk Management Committee (RMC)

The RMC oversees the Company's comprehensive Enterprise Risk Management framework, ensuring risks are systematically identified, assessed and mitigated.



05 Stakeholders' Relationship Committee (SRC)

The SRC safeguards the rights and interests of shareholders and other stakeholders.



06 Management Committee

The Management Committee acts as an extension of the Board, enabling faster decision-making and oversight of operational matters.



2

Meetings held during the year

Key responsibilities include:

- Formulating and reviewing the Risk Management Policy
- Assessing financial, operational, sustainability and cyber security risks
- Monitoring internal controls and business continuity planning
- Overseeing disaster recovery and crisis response mechanisms
- Reporting risk assessment and mitigation progress to the Board.

2

Meetings held during the year

Key responsibilities include:

- Addressing shareholder grievances regarding transfers, dividends and general meetings
- Reviewing investor services, unclaimed dividends and statutory compliance
- Driving investor-friendly initiatives and shareholder satisfaction surveys
- Ensuring transparent communication and timely resolution of investor complaints.

9

Meetings held during the year

Key responsibilities include:

- Overseeing day-to-day operations and implementation of Board-approved policies.
- Taking decisions on operational and strategic matters within delegated authority.
- Ensuring balance between autonomy and accountability in execution.

Policies Supporting Sustainability

Our policies at LT Foods guide responsible growth and the creation of value for our stakeholders. Sustainability for us begins with strong foundations, i.e. protecting the environment, respecting people and upholding integrity.

Our Environment, Health and Safety Policy drives a culture of care for our people, our communities and the planet. From adopting cleaner energy and improving resource efficiency to preventing workplace incidents, every action is guided by the belief that growth must leave a positive footprint. We have set ourselves an ambitious goal of achieving carbon neutrality by 2030, steadily increasing renewable energy use and recyclable packaging along the way.

We believe in empowering people through fair and safe work practices. Our labour and human rights related policies ensure equal opportunity, inclusion and a workplace where every voice is heard. Training, safety systems and strong grievance mechanisms reinforce this culture of respect.

Ethics anchor our way of doing business. Our Code of Conduct, Anti-Bribery and Anti-Corruption and POSH Policies uphold the principles of honesty, transparency and dignity across our operations and partnerships.

To sustain these commitments, a robust Compliance Framework supported by technology, internal audits and Board-level oversight ensures that our promises are translated into action. These policies reflect our belief that sustainability is built on doing what is right—consistently and consciously.

Corporate Governance and Ethical Conduct

LT Foods upholds the highest standards of corporate governance through a series of codes and policies designed to promote integrity, accountability and transparency. The Company has adopted a Code of Ethics and Business Conduct and a Code of Conduct for Directors, Senior Management and Employees, which collectively serve as a guide for professional behaviour and ethical business practices. All Directors, senior executives and employees affirm compliance with these codes annually, reinforcing our Company's culture of ethical conduct.

Further, the Vigil Mechanism/ Whistle Blower Policy empowers employees and stakeholders to report unethical behaviour, actual or suspected fraud, or violation of our Company's code of conduct without fear of retaliation. LT Foods also follows a comprehensive Anti-Bribery and Anti-Corruption Policy to prevent any form of corruption or malpractice in its business dealings.

Statutory and Regulatory Compliance

To ensure full compliance with regulatory requirements, LT Foods has formulated several governance-oriented policies, including:

- ▶ **Dividend Distribution Policy**, in accordance with Regulation 43A of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, which defines the parameters for declaration and distribution of dividends.
- ▶ **Policy on Related Party Transactions**, outlining a transparent mechanism for identification, approval and disclosure of related party transactions to avoid potential conflicts of interest.
- ▶ **Policy on Determination of Materiality of Events and Information**, ensuring prompt disclosure of material information to stakeholders as per SEBI Listing Regulations.
- ▶ **Preservation of Information and Documents Policy**, which governs the retention and archival of records in line with statutory timelines and internal governance needs.
- ▶ **Code of Conduct for Prevention of Insider Trading**, formulated under SEBI (Prohibition of Insider Trading) Regulations, 2015, to ensure fair market practices and prevent misuse of unpublished price-sensitive information.

Sustainability and ESG Governance

In alignment with its long-term sustainability vision, LT Foods has adopted a series of environment, social and governance (ESG) related policies that anchor its sustainability initiatives. The Environmental, Social and Governance (ESG) Policy serves as the overarching framework for integrating ESG considerations into our Company's business strategy and operations. Complementing this are the Environment, Health and Safety (EHS) Policy, Corporate Social Responsibility (CSR) Policy and Diversity and Equal Opportunity Policy, which collectively drive our Company's efforts toward inclusive growth, workplace safety and community development.

Our Company's Corporate Quality Policy and LT Foods Charter reinforce its commitment to excellence, continuous improvement and responsible sourcing, while ensuring that all products meet the highest standards of quality and safety.

People, Diversity and Workplace Ethics

LT Foods fosters a safe, inclusive and equitable workplace. The POSH Framework (Prevention of Sexual Harassment) provides a safe and respectful working environment, ensuring zero tolerance towards any form of harassment or discrimination. The Diversity and Equal Opportunity Policy further strengthens our Company's commitment to fair treatment, meritocracy and gender inclusivity.

Stakeholder Engagement and Transparency

Our Company also maintains policies to ensure transparency and fairness in stakeholder interactions. These include the Privacy Policy, Tax Strategy, Investor's Grievance Redressal Policy, Remuneration Policy and Risk Management Policy, each contributing to enhanced accountability and stakeholder trust. In addition, the Code of Conduct for Vendors and Service Providers extends our Company's ethical principles to its broader value chain, promoting responsible and sustainable business practices among partners.

Commitment to Continuous Improvement

LT Foods regularly reviews and updates its policies to align with evolving best practices, stakeholder expectations and global sustainability frameworks. The Familiarisation Programme for Independent Directors, Board Evaluation and Terms and Conditions of Appointment of Independent Directors ensure that the governance structure remains dynamic, effective and responsive.

All these policies are accessible on our website at <https://ltfoods.com>, reflecting our commitment to transparency, ethical governance and a sustainability-focused approach that upholds the trust of all stakeholders.



Sustainable Distribution and Markets

Carrying Goodness the Responsible Way



Sustainable Packaging

We believe that packaging should protect not just the product but also the planet. With growing awareness of the environmental footprint of plastics and single-use materials, we are reimagining the way our products reach consumers. From integrating recyclable and eco-friendly materials to exploring innovative design solutions that reduce overall material use, our packaging is guided by circular economy principles.

Driving Packaging Transformation for a Greener 2030



Eco-friendly materials

Shift towards **recyclable and eco-friendly packaging**

Woven polypropylene bags now fully **recyclable**

Development of mono-layer structures to replace multi-layer laminates



Design Innovation

Lightweighting techniques and innovative polymer formulations **reduce plastic use** at source

Reengineered pack structures **lower material consumption and emissions**

Reduced transportation-related carbon footprint through efficient design



Responsible Recycling

100% plastic collection and recycling ensured through certified partners (EPR) compliance

Secondary packaging incorporates **recycled paper**

On-pack communication encourages **consumers to reuse packaging**



2030 Targets

82% recyclable packaging across all products

Integration of **45 MT** of recycled plastics in packaging mix



Supply Chain Ethics

Ethical responsibility begins at the very root of our value chain, on the farms where our rice is grown. As a leading member of the Sustainable Rice Platform (SRP), we ensure traceable, low-impact sourcing practices across all our facilities.

Responsible Farming at Source

Member of the Sustainable Rice Platform (SRP)

Traceable, low-impact sourcing across all facilities

Over 97,000 farmers trained in sustainable practices, such as Alternate Wetting and Drying (AWD), Laser Levelling and Integrated Pest Management

Transparent and Traceable Systems

Blockchain-based traceability ensures farm-to-fork transparency

Regular internal and external audits strengthen supply chain integrity

Ethical Standards and Compliance

Supplier Code of Conduct upholds global food safety compliance, fair labour practices, biodiversity protection, responsible farming methods

Certified Sustainability

Certified under USDA, NOP, EU Organic, Fairtrade, Naturland, Demeter, Bio-Suisse

2030 Vision

100% of critical suppliers to undergo comprehensive value chain assessments

Reinforcing trust, transparency and resilience across the supply chain

Product Quality and Nutrition

Quality is the foundation of the trust we share with millions of consumers worldwide. Every grain of rice and every product that carries our name is held to rigorous global standards of safety, purity and consistency. Beyond quality, we recognise our responsibility to deliver nutrition that supports healthier lifestyles.



Quality is our foundation

Every grain of rice upholds rigorous global standards of safety, purity and consistency.



Trusted by millions worldwide

Our commitment to uncompromising quality builds lasting consumer trust.



Nutrition with purpose

From quick-cooking red and black rice to low-GI varieties, we craft foods that promote healthier lifestyles.



Designed for modern living

Ready-to-cook and ready-to-eat meals cater to both health-conscious and convenience-driven consumers.



Certified to global benchmarks

FSSC 22000 (V6) | BRC (Issue 9) | IFS Food (V8) | SQF Food Safety and Quality Codes



Supported by industry-leading systems

HACCP | ISO 9001:2015 | ISO/IEC 17025:2017



Recognised by international authorities

HALAL | KOSHER | USFDA | FSSAI | SA 8000:2014



Tested. Protected. Preserved.

In-house laboratories, residue testing, cold storage and climate-controlled silos safeguard purity and freshness.



Clean-label promise

Nutrition-rich staples that uphold the highest global standards of food safety and integrity.

IT and Cybersecurity

LT Foods Limited recognises that robust information technology systems and data protection are integral to maintaining stakeholder trust and ensuring business continuity. Our Company has established a comprehensive IT and Cybersecurity Framework that aligns with applicable laws and industry best practices, including the Information

Technology (Reasonable Security Practices and Procedures and Sensitive Personal Data or Information) Rules, 2011.

The IT Policy governs data protection, privacy, access control and responsible use of technology across all digital platforms and subsidiaries. LT Foods is committed to safeguarding personal

and business data against unauthorised access, alteration, disclosure, or destruction. The Company implements state-of-the-art technologies and software security protocols to prevent data breaches and ensure confidentiality, integrity and availability of information.

Key features of the Company's IT and Cybersecurity approach include



Data Privacy and Protection

Personal and sensitive data collected through Company websites and systems are managed with strict confidentiality. Data usage is limited to legitimate business purposes such as improving services, conducting market research and enhancing consumer experience.



Secure Infrastructure

Our Company deploys advanced firewalls, antivirus systems and encryption tools to protect its IT environment.



User Awareness and Controls

Employees are made aware of cybersecurity practices and the responsible handling of data through regular IT awareness sessions and guidance.



Monitoring and Incident Response

LT Foods continuously monitors its digital systems to detect and mitigate any potential threats. Any incident is addressed promptly in accordance with defined escalation and response protocols.



Cookie and Consent Management

The Company's digital platforms use cookies only to enhance user experience and analyse website performance, with full transparency and user consent.



Third-party Links and Data Sharing

LT Foods ensures data sharing with third parties is conducted only when legally required or with user consent, thereby maintaining the highest ethical and privacy standards.

To further strengthen governance, a Grievance Officer has been appointed as per IT Rules 2011 to oversee compliance, address data privacy issues and manage stakeholder queries related to information security.

Through these measures, LT Foods continues to uphold a secure and responsible digital ecosystem, reinforcing its commitment to ethical governance, consumer trust and data integrity in all its operations.

Commitment to Governance Excellence

Through structured processes, transparent communication and a strong focus on ethics and compliance, our Company continues to strengthen its governance framework. The Board's leadership, combined with active management engagement, ensures that sustainability considerations are embedded within our Company's strategic and operational decisions fostering long-term value creation for shareholders, employees and the wider stakeholder community.

Ensuring Compliance with SEBI Listing Regulations

We remain deeply committed to upholding the highest standards of corporate governance, ensuring transparency, accountability and ethical conduct across all levels of our organisation. During the financial year, we achieved full compliance with the corporate governance requirements outlined under Regulations 17 to 27 and clauses (b) to (i) of sub-regulation (2) of Regulation 46, along with all other applicable provisions of the SEBI Listing Regulations. This reflects our unwavering focus on maintaining integrity in every aspect of our governance framework.

Adoption of Non-Mandatory Requirements

In addition to the mandatory provisions, our Company has also adopted several non-mandatory practices, thereby further strengthening its governance framework. These include

Leadership Structure

The roles of Chairman and Managing Director and Managing Director and Chief Executive Officer are held by Mr. Vijay Kumar Arora and Mr. Ashwani Kumar Arora, respectively, ensuring clear segregation of responsibilities and effective leadership balance.

Audit Integrity

The statutory financial statements of our Company carry an unmodified audit opinion, reflecting transparency and adherence to the highest standards of financial reporting.

Shareholder Communication

Our Company promotes timely and transparent communication with shareholders. The quarterly, half-yearly and annual financial results are emailed to shareholders who have registered their email addresses with our Company or depositories. Extracts of these results are also published in leading newspapers, ensuring wider accessibility and dissemination of information.

Internal Audit Governance

The Internal Auditors of our Company report directly to the Audit Committee, thereby reinforcing the independence and effectiveness of the internal control and assurance framework.

Commitment to Governance Excellence

Through our adherence to both mandatory and voluntary requirements, we continue to demonstrate our commitment to good governance, transparency and accountability — all of which are integral to sustaining stakeholder trust and achieving long-term organisational excellence.

GRI Content Index

Statement of use	LT Foods has reported the information cited in this GRI content index for the period FY 2024-25 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	Location	
		Sustainability Report	Integrated Annual Report and BRSR
GRI 2: General Disclosures 2021	2-13 Delegation of responsibility for managing impacts		-
	2-14 Role of the highest governance body in sustainability reporting	06-09	-
	2-15 Conflicts of interest	-	196
	2-16 Communication of critical concerns	62-63	
	2-17 Collective knowledge of the highest governance body	-	100-101
	2-18 Evaluation of the performance of the highest governance body	61	131
	2-19 Remuneration policies	-	135
	2-20 Process to determine remuneration	-	165-167
	2-21 Annual total compensation ratio	-	212-213
	2-22 Statement on sustainable development strategy	6-9	191
	2-23 Policy commitments	64-65	
	2-24 Embedding policy commitments	64-65	
	2-25 Processes to remediate negative impacts	-	213-214
	2-26 Mechanisms for seeking advice and raising concerns	21	-
	2-27 Compliance with laws and regulations	-	2
	2-28 Membership associations	-	202
	2-29 Approach to stakeholder engagement	20-21	26-29, 208
	2-30 Collective bargaining agreements		

GRI STANDARD	DISCLOSURE	Location	
		Sustainability Report	Integrated Annual Report and BRSR
GRI 3: Material Topics 2021	3-1 Process to determine material topics 3-2 List of material topics 3-3 Management of material topics	22-23 24 25-27	30-31 30-31, 188 188
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed 201-2 Financial implications and other risks and opportunities due to climate change 201-3 Defined benefit plan obligations and other retirement plans 201-4 Financial assistance received from government	-	188 201
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage 202-2 Proportion of senior management hired from the local community	-	212
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported 203-2 Significant indirect economic impacts	54 52-55	184 33
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	-	227
GRI 205: Anti- corruption 2016	205-1 Operations assessed for risks related to corruption 205-2 Communication and training about anti-corruption policies and procedures 205-3 Confirmed incidents of corruption and actions taken	- - 12	195 195 195
GRI 206: Anti- competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust and monopoly practices		

GRI STANDARD	DISCLOSURE	Location	
		Sustainability Report	Integrated Annual Report and BRSR
GRI 207: Tax 2019	207-1 Approach to tax		
	207-2 Tax governance, control and risk management	-	20-25
	207-3 Stakeholder engagement and management of concerns related to tax	20-21	208-209, 26-29
	207-4 Country-by-country reporting		
GRI 301: Materials 2016	301-1 Materials used by weight or volume		
	301-2 Recycled input materials used	38	199
	301-3 Reclaimed products and their packaging materials	38	199
GRI 302: Energy 2016	302-1 Energy consumption within the organization	32	35, 217
	302-2 Energy consumption outside of the organization		
	302-3 Energy intensity	32	217
	302-4 Reduction of energy consumption	28	39, 190
	302-5 Reductions in energy requirements of products and services		
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource		
	303-2 Management of water discharge-related impacts	35	78
	303-3 Water withdrawal	35	217
	303-4 Water discharge	35	218
	303-5 Water consumption	35	35, 217
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	-	220
	304-2 Significant impacts of activities, products and services on biodiversity	-	223
	304-3 Habitats protected or restored		
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations		

GRI STANDARD	DISCLOSURE	Location	
		Sustainability Report	Integrated Annual Report and BRSR
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	43	218
	305-2 Energy indirect (Scope 2) GHG emissions	43	218
	305-3 Other indirect (Scope 3) GHG emissions	-	222
	305-4 GHG emissions intensity	13	219, 222
	305-5 Reduction of GHG emissions	28, 34, 41	39, 190
	305-6 Emissions of ozone-depleting substances (ODS)		
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	-	218
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	36-37	198
	306-2 Management of significant waste-related impacts	36-37	79
	306-3 Waste generated	36	219
	306-4 Waste diverted from disposal	12, 36	39, 76, 79, 190, 199
	306-5 Waste directed to disposal	36	220
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	68	223
	308-2 Negative environmental impacts in the supply chain and actions taken		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	47	83, 186
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	-	201
	401-3 Parental leave	-	202
GRI 402: Labour/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	-	167

GRI STANDARD	DISCLOSURE	Location	
		Sustainability Report	Integrated Annual Report and BRSR
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	12, 49	203
	403-2 Hazard identification, risk assessment and incident investigation	-	203
	403-3 Occupational health services	-	203
	403-4 Worker participation, consultation and communication on occupational health and safety	12	203
	403-5 Worker training on occupational health and safety	12	203
	403-6 Promotion of worker health	-	203
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	-	204
	403-8 Workers covered by an occupational health and safety management system	-	203
	403-9 Work-related injuries	-	204
	403-10 Work-related ill health	-	204
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	45	80
	404-2 Programs for upgrading employee skills and transition assistance programs	46	90-91
	404-3 Percentage of employees receiving regular performance and career development reviews	-	203
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	57	186
	405-2 Ratio of basic salary and remuneration of women to men	-	212
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	-	213
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	-	-

GRI STANDARD	DISCLOSURE	Location	
		Sustainability Report	Integrated Annual Report and BRSR
GRI 408: Child Labour 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	-	213
GRI 409: Forced or Compulsory Labour 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	-	213
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	-	212
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples		
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments and development programs	-	90-92
	413-2 Operations with significant actual and potential negative impacts on local communities		
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	50	227
	414-2 Negative social impacts in the supply chain and actions taken	-	228
GRI 415: Public Policy 2016	415-1 Political contributions		
GRI 416: Consumer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	-	231
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	-	231
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	-	232
	417-2 Incidents of non-compliance concerning product and service information and labeling	-	232
	417-3 Incidents of non-compliance concerning marketing communications	-	231
GRI 418: Consumer Privacy 2016	418-1 Substantiated complaints concerning breaches of consumer privacy and losses of consumer data	-	232

Notes

Notes

Notes



CORPORATE OFFICE

LT Foods Limited

4th Floor, MVL-I Park Sector 15,
Gurugram-122001, Haryana
Phone no. 0124-3055100
www.ltgroup.in

REGISTERED OFFICE

LT Foods Limited

Unit No. 134, 1st Floor, Rectangle-1,
Saket District Centre, New Delhi-110017
Phone no. 011-29565344,
CIN: L74899DL1990PLC041790

