



BAJAJ
ELECTRONICS

To,
Listing Compliance Department,
The National Stock Exchange of India Ltd.,
(Through NEAPS)
Symbol: EMIL
Series: EQ
ISIN: INE02YR01019

Listing Compliance Department
BSE Limited
(Through BSE Listing Centre)
Scrip Code: 543626

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report for the Financial Year 2024-25.

Ref: Reg 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

Pursuant to Regulation 34(2)(f) and other applicable provisions of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed the Business Responsibility and Sustainability Report ('BRSR') of Electronics Mart India Limited ('the Company') for the Financial Year 2024-25. The BRSR forms part of the Company's 07th Integrated Annual Report for the Financial Year 2024-25.

The BRSR, along with the Company's Integrated Annual Report, is also available on the Company's website at <https://investors.electronicmartindia.com/>.

Please take the above information on your record.

Thanking You,
For and on behalf of **Electronics Mart India Limited**

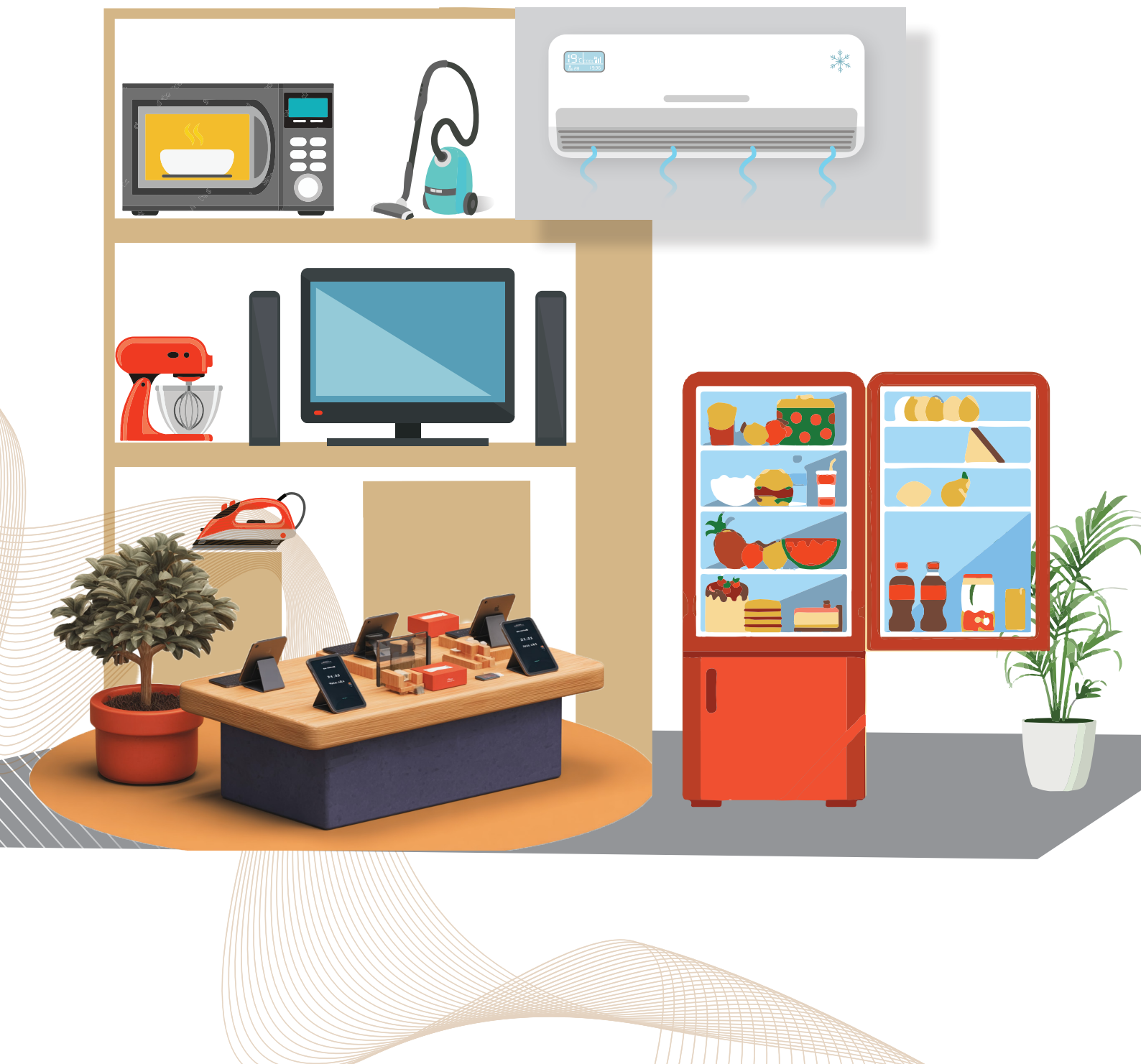
Rajiv Kumar
Company Secretary and Compliance Officer

Date: 30th August 2025
Place: Hyderabad

Encl.: BRSR

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

Business Responsibility and Sustainability Reporting (BRSR) is the practise of companies disclosing information about their environmental, social, and governance (ESG) performance. It goes beyond financial reporting to provide stakeholders with a comprehensive view of a company's non-financial impacts and contributions to sustainable development. BRSR covers topics such as environmental impact, social responsibility, and governance practises, aiming to promote transparency and accountability.



SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

Sr. No.	Particulars	2024-2025
1	Corporate Identity Number (CIN) of the Listed Entity	L52605TG2018PLC126593
2	Name of the Listed Entity	Electronics Mart India Limited
3	Year of Incorporation	10-09-2018
4	Registered Office address	6-1-91, Shop No. 10, Ground Floor, Next to Telephone Bhawan, Secretariat Road, Saifabad, Hyderabad - 500004
5	Corporate Office Address	6-3-666/A1 to 7, Opp. NIMS Hospital, Panjagutta Main Road, Hyderabad - 500082
6	E-mail	cs@bajajelectronics.in
7	Telephone	040-23230244
8	Website	www.electronicmartindia.com
9	Financial year for which reporting is being done	2024-25
10	Name of the Stock Exchange(s) where shares are listed	(1) National Stock Exchange of India Limited (2) BSE Limited
11	Paid-up Capital	₹ 3,84,74,87,620/-
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr Rajiv Kumar, Company Secretary 040-23230244 cs@bajajelectronics.in
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Standalone Basis
14	Name of assurance provider	NA
15	Type of assurance obtained	NA

II. Products/services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Trade	Retail	98.90%
2	Trade	Wholesale	1.02%
3	Trade	E-Commerce	0.08%

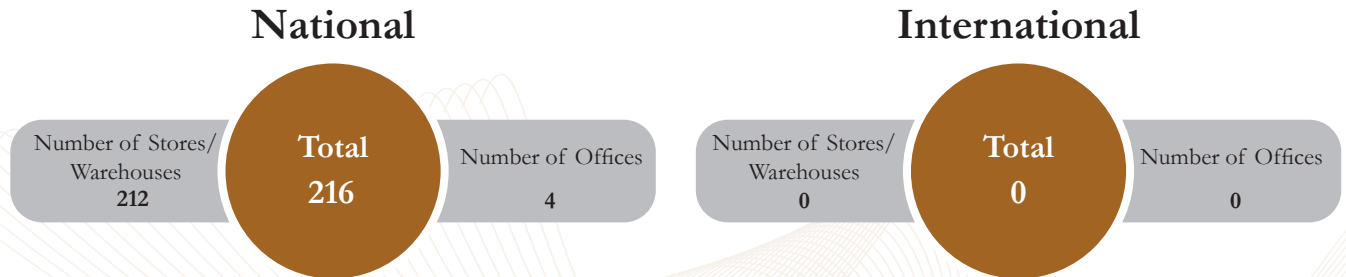
II. Products/services

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

Sr. No.	Product/Service	NIC Code	% of total Turnover Contributed
1	Retail sale of refrigerators, washing machines, and other electrical/ electronic household goods.	47594	47.23%
2	Retail sale of telecommunication equipment.	47414	42.50%
3	Retail sale of computers and computer peripherals.	47411	4.87%
4	Retail sale of gas stoves, cooking/ kitchen appliances.	47593	4.14%
5	Retail sale of audio and video equipment in specialised stores.	47420	1.26%

III. Operations

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



19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)*	6
International (No. of Countries)	0

*National: The Company operates across various states in India through its stores, dealers, and website.

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

Nil

c. A brief on types of customers

EMIL maintains a strong focus on directly serving individual consumers, a strategic approach that proves highly effective in the consumer electronics sector. By prioritising the B2C segment, we are able to customise our products, services, and marketing strategies to align with the diverse needs and preferences of our customers. This targeted approach enhances our understanding of consumer behaviour, allowing us to deliver personalised experiences that drive greater customer loyalty and satisfaction. Additionally, focusing on the B2C segment enables EMIL to remain agile and responsive to shifting consumer trends in the fast-evolving consumer electronics market. While B2C remains our core focus, we also cater to the B2B segment, which contributed 1% of our total revenue during 2024-25.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1	Permanent (D)	3,069	2,880	93.84%	189	6.16%
2	Other than Permanent (E)	1,916	1,286	67.12%	630	32.88%
3	Total employees (D + E)	4,985	4,166	83.57%	819	16.43%
WORKERS*						
4	Permanent (F)	0	0	0	0	0
5	Other than Permanent (G)	0	0	0	0	0
6	Total workers (F + G)	0	0	0	0	0

*We do not have any permanent or non-permanent workers in our company

b. Differently abled Employees and workers:

Sr. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	1	1	100%	0	0%
2	Other than Permanent (E)	0	0	0	0	0%
3	Total differently abled employees (D + E)	1	1	100%	0	0%
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	0	0	0	0	0
5	Other than Permanent (E)	0	0	0	0	0
6	Total differently abled workers (F + G)	0	0	0	0	0

21. Participation/Inclusion/Representation of women

Particular	Total	No. and percentage of Females	
		(A)	% (B / A)
Board of Directors	6	2	33.33%
Key Management Personnel*	5	1	20.00%

*Total KMP includes the Managing Director and Whole-Time Directors.

22. Turnover rate for permanent employees and workers

Particular	2024-25			2023-24			2022-23		
	(Turnover rate in current FY)			(Turnover rate in previous FY)			(Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	46.63%	52.01%	46.94%	43.44%	47.84%	43.66%	40.61%	64.08%	41.74%
Permanent Workers	Not Applicable								

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

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

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the business responsibility initiatives of the listed entity? (Yes/No)
1	EMIL CSR Foundation	Subsidiary	100%	No
2	Cloudnine Retail Private Limited*	Subsidiary	100%	No

*The Company is inactive and officially holds Dormant status, with no ongoing business operations.

VI. CSR Details

24 (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
a. Turnover (in ₹)	69,648.26 Million
b. Net worth (in ₹)	15,289.67 Million



VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) *	2024-25			2023-24		
		Current Financial Year			Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	-	0	0	-
Investors (other than shareholders)	Yes	0	0	-	0	0	-
Shareholders	Yes	8	0	-	0	0	-
Employees and workers	Yes	1	0	-	2	0	-
Customers**	Yes	667	0	-	1,821	0	-
Value Chain Partners	Yes	0	0	-	0	0	-

**We have received minor customer complaints regarding product functionality, stock availability, after-sales service, pricing, and delivery issues. All complaints were promptly addressed and resolved through our customer support processes.

* Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)

Stakeholder group from whom complaint is received	Web Link for Grievance Policy
Communities	https://electronicsmartindia.com/contact-us
Investors (other than shareholders)	https://investors.electronicmartindia.com/investor-contact
Shareholders	https://investors.electronicmartindia.com/investor-contact
Employees and workers	https://investors.electronicmartindia.com/policy-and-code-of-conduct
Customers	https://electronicsmartindia.com/contact-us
Value Chain Partners	https://investors.electronicmartindia.com/policy-and-code-of-conduct

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

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

Opportunity Risk

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Customer Relationship Management		By nurturing customer relationships through personalised service, responsive support, and targeted marketing, the Company can enhance customer loyalty and increase repeat business. A robust CRM strategy can also provide valuable insights into customer preferences and behaviour, enabling the Company to tailor its offerings and improve its product mix, ultimately driving sales growth and enhancing profitability.	Not Applicable	Positive
2	Supply Chain Management		Effective supply chain management helps identify and mitigate risks, such as disruptions in the supply chain. Developing contingency plans ensures business continuity.	Not Applicable	Positive
3	Energy Management		The energy consumption in stores and company owned locations can lead to increased costs and GHG emissions, potentially increasing the emission and energy intensity of the Company.	At our company, energy efficiency is a top priority. We have implemented multiple initiatives to reduce overall energy consumption, including optimising equipment usage and upgrading to energy-efficient models. Furthermore, we are actively investing in renewable energy sources to power our operations, thereby contributing positively to environmental sustainability.	Negative
4	Supply Chain Management		Global supply chains expose businesses to quality control issues, supplier ethics concerns, and currency fluctuations. Supply chain disruptions can lead to inventory shortages and delivery delays.	Demonstrating our commitment to enhanced transparency and sustainability, we have expanded our core policies to cover the entire value chain. This approach ensures that all partners and suppliers align with our company's fundamental principles, promoting responsible practises across our network. Through collaborative efforts, we strive to reduce environmental impact, uphold ethical labour standards, and build a more sustainable future for all stakeholders.	Negative

Opportunity Risk

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	Local Community		By supporting local events, sponsoring initiatives, or creating partnerships, the Company can build trust and goodwill. Local involvement not only bolsters brand loyalty but also provides insights into customer preferences and trends unique to the area. Furthermore, it fosters a sense of belonging, ensuring the Company remains an integral part of the community, ultimately driving foot traffic, sales, and positive word-of-mouth referrals.	Not Applicable	Positive
6	Corporate Governance and Diversity		Robust governance enhances a company's standing, decision-making capabilities, risk mitigation, and long-term viability. It fosters a corporate environment characterised by integrity, transparency, and accountability, reinforcing the organisation's reputation.	Not Applicable	Positive
7	Employee Satisfaction and Retention		Prioritising employee well-being leads to increased engagement, productivity, and commitment, fostering improved customer service and loyalty. Specific training offering targeted training to boost employee performance and implementing a system of awards and recognition to acknowledge outstanding contributions.	Not Applicable	Positive
8	Diversity and Inclusion		A lack of diversity may result in limited market insight and creativity, hindering the Company's ability to adapt to evolving customer preferences and technological trends.	Diversity and inclusion are fundamental values at EMIL. We recognise that a diverse workforce strengthens our company and drives innovation. Our equal opportunity policy guarantees fair consideration for all qualified candidates, irrespective of their background. Beyond recruitment, we are dedicated to fostering an inclusive environment where every individual feels valued and supported. This commitment to inclusivity enhances collaboration, improves decision-making, and cultivates a more engaged workforce. Ultimately, our focus on diversity and inclusion contributes positively to both our business and the communities we serve.	Negative

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
9	Sustainable packaging and waste management		Implementing eco-friendly packaging can reduce environmental impact, align with increasing consumer demand for sustainable products, and potentially offer cost savings. Simultaneously, offering services such as e-waste recycling or trade-in programmes can enhance customer loyalty, drive repeat business, and position the Company as a responsible corporate citizen.	Not Applicable	Positive
10	Occupational health and safety		Occupational health and safety risks in retail encompass potential accidents, injuries for employees. Failure to address these risks can result in worker injuries, increased workers' compensation claims, legal liabilities.	Employee safety remains our highest priority. We perform regular internal audits to proactively identify and mitigate potential occupational risks. These thorough evaluations enable us to address critical hazards before they affect our workforce. This preventive strategy has effectively reduced the incidence of work-related injuries and illnesses. By emphasising consistent internal audits, we continuously enhance workplace safety and reaffirm our commitment to employee well-being.	Negative
11	Data Management and Cyber security		The handling of vast customer data, including sensitive personal and payment information, means that any data breach could have severe consequences, including financial loss, legal penalties, and damage to reputation. Furthermore, failure to uphold privacy standards can erode customer trust, leading to potential loss of business and affecting the Company's long-term viability.	Our approach to privacy protection and data security is comprehensive and multi-layered. We have established a robust IT policy that governs every stage of the data lifecycle, from acquisition and use to storage and disposal, ensuring protection at all levels. Our 'Defence in Depth' strategy implements multiple security layers to strengthen our overall defenses. We prioritise the security of both employee and customer data by training staff on safe data handling practises and utilising advanced encryption technologies. Additionally, we adhere strictly to all applicable local and international data privacy laws and regulations to uphold the highest standards of data security.	Negative

SECTION **B** MANAGEMENT AND PROCESS DISCLOSURES

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

Sr. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1. a	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b	Has the policy been approved by the Board? (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c	Web Link of the Policies, if available	https://investors.electronicmartindia.com/policy-and-code-of-conduct								
2	Whether the entity has translated the policy into procedures. (Yes / No/ NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3	Do the enlisted policies extend to your value chain partners? (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4	Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	-	-	-	-	-	-	-	-	-
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>The Company has taken a structured approach to integrating Environmental, Social, and Governance (ESG) factors by implementing key policies, including the Business Responsibility and Sustainability Reporting (BRSR) Policy, the Suppliers' Code of Conduct, and a comprehensive Waste Management Policy.</p> <p>These policies demonstrate the Company's long-term commitment to responsible and sustainable business practises. To manage and guide these efforts, the Company has set up an Environmental, Social, and Governance (ESG) Committee made up of two independent directors.</p> <p>The Committee has conducted a thorough review of the Company's ESG practises and has identified important areas to focus on, such as managing a sustainable supply chain, conducting materiality assessments, and providing ESG-related training for employees.</p> <p>In line with its sustainability goals, the Company has set and achieved the following specific objectives:</p> <ul style="list-style-type: none"> Ensuring suppliers comply with the Suppliers' Code of Conduct, Providing annual ESG training for employees on principles and regulatory requirements, Raising awareness about IT phishing and potential security risks. <p>The Company is continually working to align its internal processes and operations with global ESG best practises. The ESG Committee regularly reviews and suggests improvements to reduce environmental impact and increase resource efficiency. These actions are part of the Company's broader goal to contribute to national and global sustainability efforts.</p>								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Not Applicable								



Governance, leadership and oversight

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

As the Director overseeing the Business Responsibility and Sustainability Report, I am pleased to share the progress we have made in our Environmental, Social, and Governance (ESG) initiatives. This year marks the release of our third BRSR, further underscoring our commitment to sustainable and ethical business practises.

We have addressed key ESG issues, including data privacy, business ethics, and regulatory compliance. A materiality assessment has allowed us to pinpoint the most critical focus areas for improvement across our operations.

On the environmental front, we have installed solar panels at our retail locations and are progressively phasing out single-use plastics. Socially, we have implemented ESG-focused training for our employees, enhanced awareness around data security, and reinforced adherence to our Suppliers' Code of Conduct.

Our ESG Committee, which includes independent directors and senior management, drives our sustainability agenda. The Committee focuses on improving supply chain responsibility and optimising resource efficiency. In addition, we are exploring renewable energy initiatives in our stores, targeting to increase energy efficiency and reduce overall carbon footprint.

While we acknowledge there is still much to be done, we are proud of our achievements thus far and remain dedicated to delivering long-term value for all stakeholders through responsible and sustainable practises.

Mrs Jyotsna Angara,
Chairperson, ESG Committee
DIN: 07224004

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

9 Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No/ NA). Yes

If Yes please provide details

Environment, Social and Governance Committee

Composition:

- Mrs Jyotsna Angara, Chairperson
- Col. Gurdeep Singh (Retd.), Member
- Mr Premchand Devarakonda, Member
- Mr Rajiv Kumar, Member

10 Details of Review of NGRBCs by the Company

Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee									
	P1	P2	P3	P4	P5	P6	P7	P8	P9	
	a. Performance against the above policies and follow-up action									
b. Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances										Committee of the Board

Subject for Review	Frequency (Annually / Half yearly /Quarterly/ Any other-please specify)									
	P1	P2	P3	P4	P5	P6	P7	P8	P9	
	a. Performance against above policies and follow up action									
b. Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances										Quarterly
11 Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No).	No	No	No	No	No	No	No	No	No	No
If yes, provide name of the agency.	-	-	-	-	-	-	-	-	-	-

12	If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:	P1	P2	P3	P4	P5	P6	P7	P8	P9
	The entity does not consider the Principles material to its business (Yes/No)									
	The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
	The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
	It is planned to be done in the next financial year (Yes/No)									
	Any other reason (please specify)									

SECTION

C

PRINCIPLE-WISE PERFORMANCE DISCLOSURE

PRINCIPLE

1

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

(This principle focuses on the importance of ethical conduct and transparency in business operations. Companies should follow ethical business practises and adhere to high standards of integrity. They should also be transparent about their activities, operations, and financial reporting, as well as be accountable for their actions)

Essential indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	8	Environment, Social & Governance, Meetings & Compliance Dashboard training (DESS), Regular awareness emails regarding any material business updates	100%
Key Managerial Personnel	19	<ol style="list-style-type: none"> Environment, Social & Governance (ESG) <ul style="list-style-type: none"> Sustainability and ESG DEI (Diversity, Equity & Inclusion) POSH (Prevention of Sexual Harassment) Fire Drill Safety Operational & Technical Training <ul style="list-style-type: none"> SOP (Standard Operating Procedures) SAP (Systems, Applications, and Products) T-PoS (Point of Sale Training) Safety & Standards Product Trainings Leadership & Professional Development <ul style="list-style-type: none"> Leadership Behavioural Skills Personality Development Grooming Standards HR & Employee Well-being <ul style="list-style-type: none"> HR Policies Work-life Balance Financial Wellness Sales & Customer Engagement <ul style="list-style-type: none"> Up Selling & Cross Selling Security & Compliance <ul style="list-style-type: none"> Cyber Security 	100%

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Employees other than BOD and KMPs	18	<ol style="list-style-type: none"> 1. Environment, Social & Governance (ESG) <ul style="list-style-type: none"> • Sustainability and ESG • DEI (Diversity, Equity & Inclusion) • POSH (Prevention of Sexual Harassment) • Fire Drill Safety 2. Operational & Technical Training <ul style="list-style-type: none"> • SOP (Standard Operating Procedures) • SAP (Systems, Applications, and Products) • T-PoS (Point of Sale System) • Safety & Standards • Product Training 3. Leadership & Professional Development <ul style="list-style-type: none"> • Leadership • Grooming Standards • Behavioural Skills • Personality Development 4. HR & Employee Well-being <ul style="list-style-type: none"> • HR Policies • Work-Life Balance • Financial Wellness 5. Sales & Customer Engagement <ul style="list-style-type: none"> • Upselling & Cross-Selling 6. Security & Compliance <ul style="list-style-type: none"> • Cyber Security 	100%
Workers		Not Applicable	

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

Monetary

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

Non Monetary

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

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not Applicable	

4. Does the entity have anti-corruption or anti-bribery policy? (Yes/ No)

Yes

If Yes, provide details in brief

At EMIL, we uphold a strict zero-tolerance policy towards bribery and corruption in any form. We mandate full compliance with anti-corruption and anti-bribery laws from both our employees and suppliers. As part of our commitment, we foster a culture of accountability and transparency across the organisation. We have established clear guidelines and procedures to detect and prevent such misconduct. Additionally, we continually review and enhance these measures as part of our proactive strategy to mitigate risks and maintain the highest ethical standards.

If Yes, Provide a web link to the policy, if available -Web link anti-corruption or anti bribery policy is place

<https://investors.electronicmartindia.com/policy-and-code-of-conduct>

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

Particular	2024-25	2023-24
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	NA	NA

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

Case Details	2024-25		2023-24	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

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

No corrective measures have been necessary in relation to fines, penalties, or enforcement actions by regulatory bodies, law enforcement, or judicial authorities concerning corruption or conflicts of interest. This reflects our strong commitment to upholding the highest ethical standards and highlights the effectiveness of our anti-corruption policies.

8. Number of days of accounts payables in the following format:

Particular	2024-25	2023-24
Number of days of accounts payables*	6	3

*The Company has revised its calculation methodology to better align with best practises, including Industry Standards guidelines, resulting in an updated figure for the previous financial year.

Link to the Industry Standards: <https://nsearchives.nseindia.com/web/sites/default/files/inline-files/Industry%20Standards%20Note%20on%20BRSR%20with%20Annexure.pdf>

9. Open-ness of business*

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

Parameter	Metrics	2024-25	2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0	0
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0	0
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	0.96%	0.95%
	b. Number of dealers / distributors to whom sales are made	516	578
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	26.84%	30.58%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0	0
	b. Sales (Sales to related parties / Total Sales)	0	0
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0	0
	d. Investments	100%	100%

*The Company has revised its calculation methodology to better align with best practises, including Industry Standards guidelines, resulting in an updated figure for the previous financial year.

Link to the Industry Standards: <https://nsearchives.nseindia.com/web/sites/default/files/inline-files/Industry%20Standards%20Note%20on%20BRSR%20with%20Annexure.pdf>

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	Percentage of value chain partners covered (by value of business done with such partners) under the awareness programmes
No awareness programmes were held with value chain partners during 2024-25.		

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

Yes

If Yes, provide details of the same.

Independent Board Members:

Our Board is comprised of a substantial number of independent directors who provide objective perspectives and unbiased oversight of the Company's operations. These directors are empowered to question decisions made by the Chair or senior executives when necessary, ensuring that decisions are made with the Company's best interests in mind.

Clear Role Definitions:

We have clearly defined the roles and responsibilities of the Chair and senior executives, which are documented in official company records. This ensures transparency and prevents any overlap in functions that could lead to conflicts.

Regular Evaluations:

Independent Board members regularly evaluate the performance of the Chair/ Managing Director. These evaluations assess both their effectiveness in their executive roles and their commitment to upholding strong governance practises.

Mandatory Declarations:

All Directors are required to disclose their interests in other entities using Form MBP-1 under the Companies Act, 2013, and to promptly inform the Company of any changes, ensuring transparency at all times.

Annual Affirmations:

Board members and senior management are required to submit annual declarations confirming their compliance with the Company's Code of Conduct, affirming that there are no undisclosed conflicts of interest.

Recusal from Discussions and Decisions:

Directors who have a potential or actual conflict of interest are required to recuse themselves from relevant discussions or decisions where their impartiality could be affected. These recusals are recorded in the meeting minutes for full transparency.

Board Oversight via Committees:

EMIL has established various Board Committees to oversee key governance and operational areas, as outlined in their terms of reference. For example:

- The Audit Committee monitors related party transactions and any situations that could result in a conflict of interest.
- The Nomination and Remuneration Committee (NRC) ensures that all appointments and compensation decisions are fair and impartial.
- The Corporate Social Responsibility Committee (CSR) manages and executes the Company's CSR initiatives.

Policy Framework:

EMIL has formalised policies for Related Party Transactions and Conflict of Interest Guidelines, offering a structured approach to the approval, documentation, and resolution of any potential conflicts.

PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe.

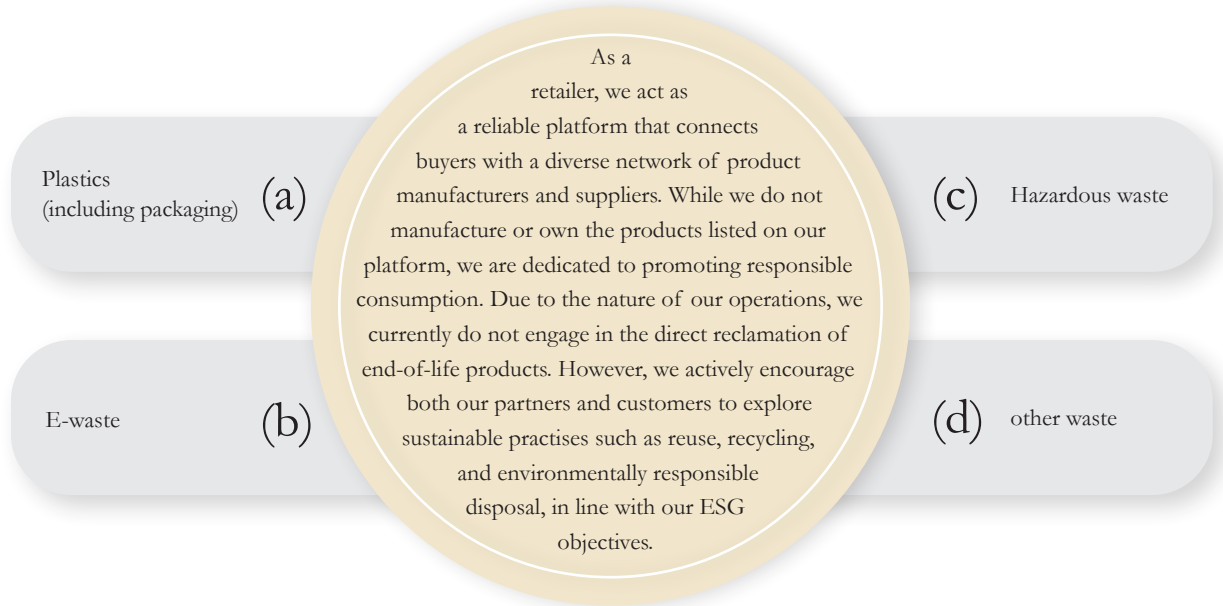
(This principle highlights the importance of sustainable and safe production practises. Companies should strive to minimise the environmental impact of their activities and ensure that their products and services are safe for consumers and the environment.)

Essential indicators

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

Particular	2024-25	2023-24	Details of improvements in environmental and social impacts
R&D	0	0	-
Capex	0	0	-

- 2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No) Yes
 - b. If yes, what percentage of inputs were sourced sustainably?*
- *At present, the entity does not track the percentage of sustainably sourced input materials. However, 100% of packaging materials are sourced sustainably, reflecting the entity’s commitment to responsible sourcing.*
- 3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for



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

PRINCIPLE
3

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

(This principle emphasises the importance of employee well-being. Companies should provide safe and healthy working conditions, fair wages, and opportunities for career development to all employees in their value chains, including suppliers, contractors, and temporary workers.)

Essential indicators

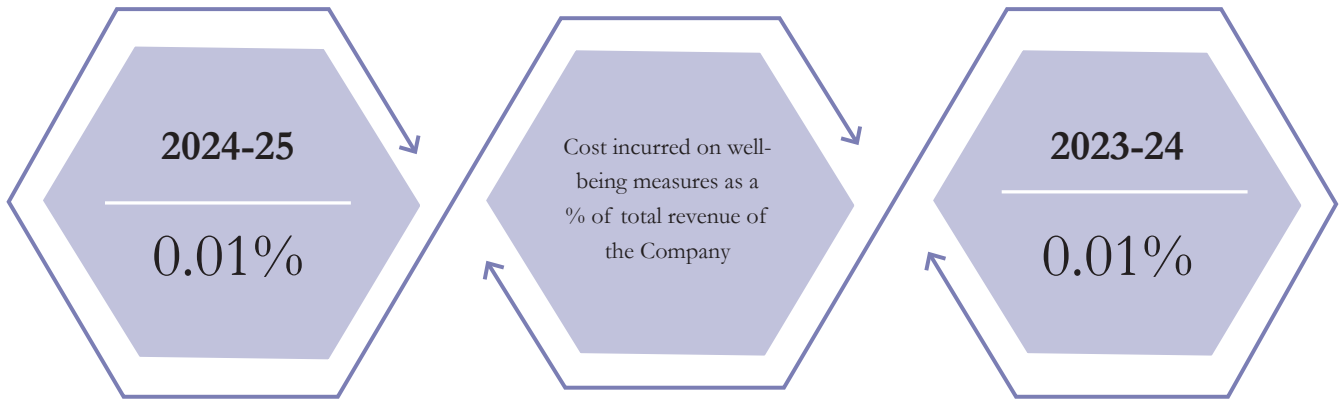
1 a. Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	2,880	1,625	56.42%	0	0%	0	0%	0	0%	0	0%
Female	189	117	61.90%	0	0%	189	100%	0	0%	0	0%
Total	3,069	1,742	56.76%	0	0%	189	100%	0	0%	0	0%
Other than Permanent employees											
Male	1,286	1,286	100%	0	0%	0	0%	0	0%	0	0%
Female	630	630	100%	0	0%	630	100%	0	0%	0	0%
Total	1,916	1,916	100%	0	0%	630	100%	0	0%	0	0%

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	0	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	0	0	0%	0	0%	0	0%	0	0%	0	0%
Other than permanent workers											
Male	0	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	0	0	0%	0	0%	0	0%	0	0%	0	0%

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



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

Benefits	2024-25			2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	80.29%	NA	Yes	82.64%	NA	Yes
Gratuity	100%	NA	Yes	100%	NA	Yes
ESI	56.76%	NA	Yes	59.80%	NA	Yes

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes

If not, whether any steps are being taken by the entity in this regard.

Our premises/offices have been made accessible to accommodate differently abled employees and workers, adhering to the requirements stipulated by the Rights of Persons with Disabilities Act, 2016.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?

Yes

If so, provide a web-link to the policy.

<https://investors.electronicmartindia.com/policy-and-code-of-conduct>

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	0	0	0	0
Female	100%	100%	0	0
Total	100%	100%	0	0

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

	If Yes, then give details of the mechanism in brief
<u>Permanent Workers</u> Yes	<p>At EMIL, open communication is a fundamental aspect of our company culture. We encourage employees to feel comfortable raising and discussing any concerns they may have, whether directly with their supervisors, relevant department heads, or the Human Resources department.</p> <p>To ensure accessibility and accommodate diverse communication preferences, we offer multiple channels for reporting grievances. Employees can opt for a direct conversation with their supervisor or department head, promoting a more personal approach. Alternatively, the Human Resources department is available to address any concerns via multiple platforms, including a web link or email, offering flexibility in communication.</p> <p>We have dedicated email addresses for both general HR inquiries (http://electronicmartindia.net/add-grievance) and compliance-related concerns (hr.compliance@bajajelectronics.in). By providing these accessible communication channels, we aim to foster a safe and supportive environment where employee concerns can be addressed effectively.</p>
<u>Other than Permanent Workers</u> Yes	
<u>Permanent Employees</u> Yes	
<u>Other than Permanent Employees</u> Yes	

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

Category	2024-25			2023-24		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent employees	3,069	0	0%	2,632	0	0%
Male	2,880	0	0%	2,498	0	0%
Female	189	0	0%	134	0	0%
Total Permanent Workers	0	0	0%	0	0	0%
Male	0	0	0%	0	0	0%
Female	0	0	0%	0	0	0%

8. Details of training given to employees and workers:

Category	2024-25					2023-24				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees*										
Male	2,880	2,880	100%	2,880	100%	2,498	2,498	100%	2,498	100%
Female	189	189	100%	189	100%	134	134	100%	134	100%
Total	3,069	3,069	100%	3,069	100%	2,632	2,632	100%	2,632	100%
Workers										
Male	0	0	0%	0	0%	0	0	0%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Total	0	0	0%	0	0%	0	0	0%	0	0%

*Disclosure is provided for permanent employees.

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

Category	2024-25			2023-24		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees*						
Male	2,880	2,880	100%	2,498	2,498	100%
Female	189	189	100%	134	134	100%
Total	3,069	3,069	100%	2,632	2,632	100%
Workers						
Male	0	0	0%	0	0	0%
Female	0	0	0%	0	0	0%
Total	0	0	0%	0	0	0%

*Disclosure is provided for permanent employees.

10. Health and safety management system

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No)

Yes

If Yes, the Coverage such systems?

Our organisation has established an Occupational Health and Safety Management System across all our offices and retail stores. To ensure the continued effectiveness of this system, we have a dedicated internal audit team that conducts regular assessments throughout the year. These evaluations focus on fire safety procedures and the analysis of working conditions at each operational site. This thorough approach is essential in maintaining a safe and healthy environment at all our locations, underscoring our commitment to the well-being of everyone within our premises.

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

Each identified hazard, along with its potential risks and corresponding mitigation measures, is carefully documented and shared with our esteemed Risk Management Committee. This structured reporting process ensures consistent oversight and supports informed decision-making regarding risk management strategies.

Our primary goal is to proactively anticipate, prevent, and manage any potential work-related hazards. This commitment highlights our dedication to the safety and well-being of our valued employees and customers, reflecting our unwavering commitment to excellence across all aspects of our operations.

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

Yes

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

Yes

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

Safety Incident/Number	Category*	2024-25	2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High-consequence work-related injury or ill health (excluding fatalities)	Employees	0	0
	Workers	0	0

*Including in the contract workforce

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

The health and safety of our employees are central to our operations. We are committed to maintaining a safe, secure, and healthy working environment across all our locations. To this end, we have implemented a comprehensive set of measures that are continuously reviewed.

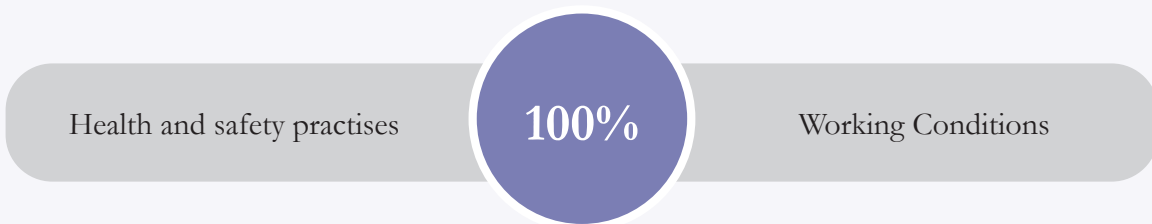
An internal committee regularly reviews our workplace and store facilities to identify potential hazards and ensure compliance with established safety standards. We strictly adhere to fire safety protocols across all locations. Fire extinguishers and emergency exits are clearly marked and maintained, and regular fire drills are conducted at frequent intervals to ensure all employees are well-prepared and familiar with emergency evacuation procedures.

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

Particulars	2024-25			2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

14. Assessment for the year:

% of your plants and offices that were assessed (by entity or statutory authorities or third parties)



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

No Corrective action required.

Leadership Indicators

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

(A) Employees (Y/N) – Yes

(B) Workers (Y/N) – No

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

We prioritise responsible sourcing and social responsibility throughout our operations. To ensure our value chain partners comply with statutory requirements, we implement a comprehensive approach that combines due diligence, contractual safeguards, and continuous monitoring.

During the vendor selection process, we thoroughly evaluate potential partners, including their compliance history with regulations such as ESIC and EPF. As part of our framework, we have adopted and implemented a Suppliers’ Code of Conduct, which requires affirmation of compliance with all applicable laws. In addition, vendor agreements include clear covenants to comply with statutory dues of their employees and to provide proof of payment as required by the Company.

To ensure ongoing compliance, we conduct regular monitoring. This includes requesting and verifying copies of payment receipts (challans) for statutory deductions like ESIC and Provident Fund, and cross-checking them with the previous month’s attendance records. In certain cases, we also carry out on-site visits to verify documentation and adherence to labour laws.

We have a defined escalation process to address discrepancies, which may involve requesting corrective actions, withholding payments, or, in cases of persistent non-compliance, terminating partnerships.

Through these measures, we aim to foster responsible practises within our network, safeguard the rights of workers across our value chain, and reinforce our commitment to ethical and sustainable sourcing.

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

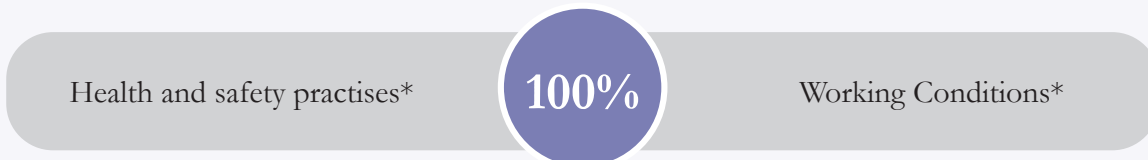
	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	2024-25	2023-24	2024-25	2023-24
Employees	0	0	0	0
Workers	NA	NA	NA	NA

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

Yes

5. Details on assessment of value chain partners:

% of value chain partners (by value of business done with such partners) that were assessed



*The Supplier Code of Conduct is an integral part of our Purchase Orders. All value chain partners are required to align with and adhere to its principles.

PRINCIPLE

4

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

(This principle highlights the importance of stakeholder engagement. Companies should consider the interests and perspectives of all stakeholders, including shareholders, employees, customers, suppliers, and the communities in which they operate. They should also be responsive to stakeholder concerns and feedback.)

Essential indicators

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

At EMIL, we follow a structured approach to identify and prioritise our key stakeholders. This process is essential for fostering long-term trust, ensuring compliance with legal requirements, and advancing our sustainability objectives.

We begin by mapping stakeholders based on their impact from and influence on our business. Our primary stakeholders include customers, employees, investors, suppliers, communities, and online platforms.

As a retail-driven company, our customers are our top priority. We actively gather feedback through point-of-sale systems, online reviews, and CRM analytics to better understand their needs and enhance our services.

Internal teams, including HR, Operations, Compliance, and Customer Service, collaborate to ensure that we address the concerns of all relevant stakeholder groups. We also adhere to guidelines set by regulatory bodies such as SEBI and the Ministry of Corporate Affairs (MCA).

As we grow and adapt to new regulations, customer needs, and community expectations, we continuously update our stakeholder list to ensure we remain aligned with evolving priorities.

This organised and flexible process enables EMIL to effectively engage with stakeholders, respond proactively to their concerns, and maintain responsible, sustainable business practises.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other- Please Specify)	Frequency of engagement (Annually, Half-yearly, Quarterly, others- Please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Community	No	Print and Electronic Media	Regularly	Awareness
Shareholders	No	Emails, Newspapers, meetings	Quarterly	Business Updates
Employees	No	Emails, Notices, meetings	Regularly	Training, Business updates
Vendor/ Supplies	No	Emails, meetings	Regularly	Business updates
Government, NGOs, Media, Industry Analyst, Society at large	No	Emails, meetings	Annually	Statutory updates
Customers	No	Print, electronic, and social media	Regularly	Update, Business promotion, promotional offers
Investors	No	Emails, meetings, and reporting to stock exchanges	Regularly	Providing information

Leadership Indicators

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

At EMIL, the Board of Directors has established an ESG Committee to drive the creation of a sustainable, resilient, and purpose-driven organisation. The Committee understands that strong ESG performance adds long-term value and demonstrates EMIL's commitment to responsible growth, governance, and inclusive decision-making.

The ESG Committee is tasked with regularly monitoring and reviewing key environmental, social, and governance (ESG) issues, ensuring that the Company stays aligned with changes in the business environment. It integrates ESG factors into the Company's strategic decision-making and reports these matters to the Board.

The Board maintains direct engagement with stakeholders, particularly investors, through regular quarterly meetings, both one-on-one and in group settings. These meetings provide a forum to discuss the Company's economic performance, ESG objectives, and governance practises.

For broader stakeholder groups such as employees, suppliers, customers, and communities' management teams or the CSR Committee conduct consultations. Feedback gathered from surveys, community engagements, and other channels is documented and reported to both the ESG and CSR Committees. These committees review the information and share relevant findings with the Board, ensuring stakeholder concerns and expectations are considered in decision-making.

The CSR Committee also identifies key areas for social development through stakeholder consultations and proposes CSR initiatives aligned with the approved CSR budget.

This organised consultation process ensures that EMIL maintains transparent communication, responds proactively to stakeholder feedback, and embeds economic, environmental, and social factors into its long-term strategy.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes/No).

Yes

If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

At EMIL, stakeholder feedback is crucial in shaping our business decisions and ESG initiatives. For example, based on investor input during quarterly meetings, the Company improved its reporting practises and periodic disclosures.

Customer feedback, gathered through various channels, plays a vital role in enhancing customer satisfaction and driving operational improvements.

Through community consultations led by the CSR Committee, EMIL identified a need for digital literacy and vocational training in underserved regions, with a focus on promoting health and well-being. This insight led to the launch of targeted CSR programmes focused on skill development, education, and healthcare.

Employee suggestions, collected through structured engagement channels like surveys and feedback sessions, contributed to the strengthening of workplace safety measures and the introduction of well-being programmes, further reinforcing our commitment to a supportive and inclusive work environment.

All of these inputs are reviewed by the relevant Committees and designated employees, then reported to the Board, ensuring that stakeholder perspectives are integrated into both our policies and daily operations.

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

No such instances occurred during 2024-25

(This principle focuses on the importance of human rights. Companies should respect and promote human rights, including the rights to freedom of expression, association, and privacy. They should also prevent and address human rights violations in their operations and value chains.)

Essential indicators

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

Benefits	2024-25			2023-24		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
Employees						
Permanent	3,069	3,069	100%	2,632	2,632	100%
Other than permanent	1,916	1,916	100%	1,803	1,803	100%
Total Employees	4,985	4,985	100%	4,435	4,435	100%
Workers						
Permanent	0	0	0	0	0	0
Other than permanent	0	0	0	0	0	0
Total Workers	0	0	0	0	0	0

2. Details of minimum wages paid to employees and workers

Category	2024-25					2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No.(B)	% (B/A)	No. (C)	% (C/A)		No.(E)	% (E/D)	No.(F)	% (F/D)
Employees										
Permanent										
Male	2,880	0	0%	2,880	100%	2,498	0	0%	2,498	100%
Female	189	0	0%	189	100%	134	0	0%	134	100%
Total	3,069	0	0%	3,069	100%	2,632	0	0%	2,632	100%
Other than Permanent										
Male	1,286	0	0%	1,286	100%	1,253	0	0%	1,253	100%
Female	630	0	0%	630	100%	550	0	0%	550	100%
Total	1,916	0	0%	1,916	100%	1,803	0	0%	1,803	100%

Category	2024-25				2023-24					
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No.(B)	% (B/A)	No. (C)	% (C/A)		No.(E)	% (E/D)	No.(F)	% (F/D)
Workers										
Permanent										
Male	0	0	0	0%	0	0%	0	0%	0	0%
Female	0	0	0	0%	0	0%	0	0%	0	0%
Total	0	0	0	0%	0	0%	0	0%	0	0%
Other than Permanent										
Male	0	0	0	0%	0	0%	0	0%	0	0%
Female	0	0	0	0%	0	0%	0	0%	0	0%
Total	0	0	0	0%	0	0%	0	0%	0	0%

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

Male

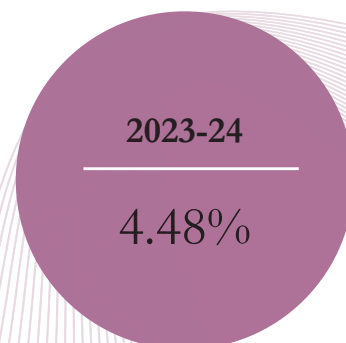
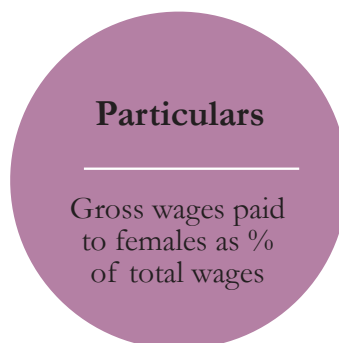
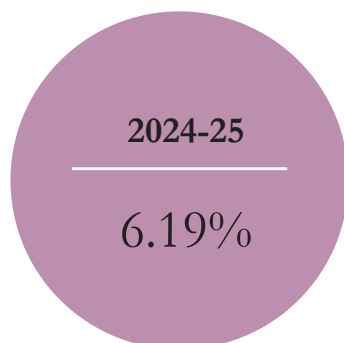
Female

Number	Median remuneration/ salary/ wages of respective category	Particular	Number	Median remuneration/ salary/ wages of respective category
2	2,29,99,998	Board of Directors (BOD)*	1	1,50,00,000
4	1,58,74,998	Key Managerial Personnel**	1	1,50,00,000
2,879	2,38,055	Employees other than BOD and KMP	189	2,45,330
NA	NA	Workers	NA	NA

*The remuneration of the Board of Directors (BOD) includes the remuneration paid to Executive Directors but excludes commission and/or sitting fees paid to directors. Non-Executive and Independent Directors are excluded, as they do not receive any remuneration.

**Key Managerial Personnel (KMP) includes Executive Directors.

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



4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?*

Yes

**The POSH committee serves as the primary authority responsible for addressing human rights impacts and fostering a secure and inclusive work environment.*

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

At EMIL, the protection and promotion of human rights are central to our organisational values. To ensure prompt and effective redressal of any human rights-related grievances, we have established robust internal mechanisms. Dedicated teams including Category Heads, Managers, and HR professionals are responsible for receiving and responding to complaints. Each case is addressed swiftly, with sensitivity and discretion, in accordance with our commitment to fairness and due process.

We conduct thorough investigations to ensure every concern is examined in detail and resolved with diligence and care. Where necessary, disciplinary actions are taken decisively to uphold accountability. Additionally, we conduct regular training programmes on human rights to enhance awareness and build capacity among employees across all levels. By fostering a culture of transparency, continuous improvement, and proactive engagement, EMIL reinforces its commitment to creating a respectful, inclusive, and rights-based working environment for all.

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

Category	2024-25			2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	1	0	-	2	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour / Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

Particulars	2024-25	2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	2
Complaints on POSH as a % of female employees / workers	0.13%	0.31%
Complaints on POSH upheld	0	0

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

At EMIL, our POSH (Prevention of Sexual Harassment) committee is a cornerstone of our dedication to safeguarding human rights and fostering an inclusive culture. This vital body takes proactive measures to ensure a workplace where every individual feels safe and respected. By actively addressing and preventing incidents of harassment, the committee plays a central role in fostering a secure and inclusive work environment.

In addition, we have established robust mechanisms to protect complainants in cases of discrimination and harassment. Our procedures prioritise the safety and confidentiality of complainants throughout the investigation process. We also provide support services to assist complainants in managing any challenges they may face.

By empowering our POSH committee and implementing protective measures, we reaffirm our unwavering commitment to upholding the rights and dignity of every individual within our organisation.

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

Yes

10. Assessments for the year:



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

No corrective action is required

Leadership Indicators

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

The Company is committed to fostering a safe, inclusive, and respectful work environment for all employees. To this end, we have launched several initiatives aimed at promoting awareness of employee rights and responsibilities within the workplace.

As part of our compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act), the Company has constituted a centralised Internal Committee (IC) to address complaints related to sexual harassment at the workplace. This committee operates with impartiality and ensures confidentiality and timely redressal of grievances. POSH-related notices and relevant information are prominently displayed across all Company locations to ensure visibility and accessibility.

In addition to this, we conduct regular POSH awareness sessions and training programmes for employees at all levels. These sessions are designed to educate employees about workplace behaviour, reporting mechanisms, and the importance of maintaining a safe working environment.

Further, Employees are introduced to the Company, its organisational structure, and prevailing internal policies during their orientation, ensuring they are informed of their rights from the very beginning.

To safeguard the integrity of the workplace, we also conduct periodic awareness programmes to educate employees about potential scams, unethical practises, and malpractises, thereby empowering them to protect their rights and report any suspicious activity.

These ongoing efforts underscore the Company's dedication to creating a transparent and respectful workplace culture where every employee feels valued, informed, and secure.

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

At EMIL, we have adopted a robust human rights due diligence framework that proactively identifies, prevents, and addresses potential human rights impacts across our operations and value chain. This framework is aligned with the Indian Constitution and relevant national laws, and is embedded into our management systems.

Our commitment extends beyond employees to include communities, customers, and vulnerable groups, with efforts to promote human rights awareness among our partners and suppliers. Regular training sessions are conducted to familiarise employees and stakeholders with our human rights policies and expectations. Further details are outlined in our publicly available Business Responsibility and Sustainability Reporting (BRSR) policy.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016? (Yes/No)*

Yes

**Our premises and offices have been designed to be fully accessible, ensuring the inclusion of differently abled employees and workers, in compliance with the provisions of the Rights of Persons with Disabilities Act, 2016.*

4. Details on assessment of value chain partners:

Name of the Assessment*	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	100%
Discrimination at workplace	100%
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Wages	100%
Others – please specify	-

** The Supplier Code of Conduct is an integral part of our Purchase Orders. All value chain partners are required to align with and adhere to its principles.*

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

NA

PRINCIPLE
6
Businesses should respect and make efforts to protect and restore the environment.

(This principle emphasises the importance of environmental stewardship. Companies should minimise their impact on the environment, conserve natural resources, and promote environmental sustainability. They should also take steps to restore and rehabilitate degraded ecosystems.)

Essential indicators

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

Parameter	2024-25 (in Giga Joules)	2023-24 (in Giga Joules)
From renewable sources		
Total electricity consumption (A)	817.74	504.25
Total fuel consumption (B)	0	0
Energy consumption through other sources (C.)	0	0
Total energy consumed from renewable sources (A+B+C)	817.74	504.25
From non-renewable sources		
Total electricity consumption (D)	1,24,103.13	1,08,854.60
Total fuel consumption (E)	10,543.37	12,676.17
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	1,34,646.50	1,21,530.77
Total energy consumed (A+B+C+D+E+F)	1,35,464.24	1,22,035.02
Energy intensity per rupee of turnover [Total energy consumed (in GJ) / Revenue from operations (in rupees)]	0.0000019450	0.0000019416
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* [Total energy consumed (in GJ)/ Revenue from operations in rupees adjusted for PPP]	0.0000401832	0.0000401127
Energy intensity in terms of physical output [Total energy consumed (in GJ) / Physical output of unit sold (in numbers)]	0.0373328230	0.0363267901
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?		No
If yes, name of the external agency.	-	

*The revenue from operations has been adjusted for Purchasing Power Parity (PPP) using the latest PPP conversion factor published by the International Monetary Fund (IMF) for India for the year 2025, which is 20.66.

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Yes/No)

No

If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

The Performance Achieve Trade (PAT) Scheme is not applicable for our company.

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

Parameter	2024-25	2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water *	81,878.63	72,844.88
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	81,878.63	72,844.88
Total volume of water consumption (in kilolitres)	81,878.63	72,844.88
Water intensity per rupee of turnover [Total water consumption (in KL) / Revenue from operations (in rupees)]	0.0000011756	0.0000011590
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) [Total water consumption (in KL) / Revenue from operations in rupees adjusted for PPP]	0.0000242879	0.0000239440
Water intensity in terms of physical output [Total water consumption (in KL) / Physical output of unit sold (in numbers)]	0.0225650727	0.0216841089
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No)		No
If yes, name of the external agency.		Not Applicable

*As per CGWA guidelines, the estimated water consumption for all offices is based on an assumption of 45 litres per person per day and is included in Third party water.

4. Provide the following details related to water discharged:

Parameter	2024-25	2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(ii) To Groundwater		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iii) To Seawater		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
No treatment*	81,878.63	72,844.88
With treatment – please specify level of treatment		
(v) Others		
No treatment	0	0
With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	81,878.63	72,844.88
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)		No
If yes, name of the external agency.		Not Applicable

*Water consumption at office locations is discharged into community sewage or, after treatment at the plant, wastewater is sent to the CETP for further treatment.

5. Has the entity implemented a mechanism for Zero Liquid Discharge?

No

If yes, provide details of its coverage and implementation.

Not Applicable

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

Parameter	Please specify unit	2024-25	2023-24
NO _x	-	0	0
SO _x	-	0	0
Particulate matter (PM)	-	0	0
Persistent organic pollutants (POP)	-	0	0
Volatile organic compounds (VOC)	-	0	0
Hazardous air pollutants (HAP)	-	0	0
Others – please specify			
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)			No
If yes, name of the external agency.	-		

*As our operations are limited to dealership activities, air emissions monitoring is not considered a material concern.

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

Parameter	Unit	2024-25	2023-25
Total Scope 1 emissions* (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	1,496.22	1,516.72
Total Scope 2 emissions* (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	25,061.94	21,649.97
Total Scope 1 and Scope 2 emissions per rupee of turnover [Total Scope 1 and Scope 2 GHG emissions (in MTCO ₂ e) / Revenue from operations (in rupees)]		0.0000003813	0.0000003686
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) [Total Scope 1 and Scope 2 GHG emissions (in MTCO ₂ e) / Revenue from operations in rupees adjusted for PPP]		0.0000078780	0.0000076148
Total Scope 1 and Scope 2 emission intensity in terms of physical output [Total Scope 1 and Scope 2 GHG emissions (in MTCO ₂ e) / Physical output of unit sold (in numbers)]		0.0073192082	0.0068961474

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) No

If yes, name of the external agency. NA

*Source of emission factors used - EPA's GHG Emission Factors Hub, CEA's CDM - CO₂ Baseline Database User Guide Version 20 has been used for the purpose of GHG Emissions calculations.

8. Does the entity have any project related to reducing Green House Gas emission? (Yes/ No)

Yes

If Yes, then provide details.

As part of our commitment to sustainability:

- Installation of Solar Power Plants: Solar plants have been installed at six locations to reduce reliance on non-renewable energy sources and lower diesel generator usage.
- Deployment of Smart Electricity Meters: Smart meters have been implemented to monitor and optimise electricity consumption, thereby improving energy efficiency.
- Replacement of Conventional Lighting with LED Lights: Energy-efficient LED lighting systems have been adopted across facilities to significantly reduce electricity usage and associated carbon emissions.
- Partnership with Edge Group: Collaboration with the Edge Group to expand renewable energy infrastructure through the installation of additional solar panels across outlets.
- Collective Impact: These initiatives collectively contribute to reducing greenhouse gas emissions and demonstrate the entity's ongoing commitment to sustainability and environmental responsibility.

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

Parameter	2024-25	2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	1.50	1
E-waste (B)	4.55	0.13
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	20.30	15.60
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	0	0
Other Non-hazardous waste generated (H). -Office Generated Waste	1,825	1,390.77
Total (A+B + C + D + E + F + G + H)	1,851.35	1,407.50
Waste intensity per rupee of turnover [Total waste generated (in MT) / Revenue from operations (in rupees)]	0.000000266	0.000000224
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) Total waste generated (in MT) / Revenue from operations in rupees adjusted for PPP	0.0000005492	0.0000004626
Waste intensity in terms of physical output Total waste generated (in MT) / Physical output of unit sold (in numbers)	0.0005102167	0.0004189777
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	6.05	1.13
(ii) Re-used	0	0
(iii) Other recovery operations	20.30	15.60
Total	26.35	16.73

Parameter	2024-25	2023-24
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	1,825	1,390.77
Total	1,825	1,390.77
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)		No
If yes, name of the external agency.		-

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

At EMIL, we are committed to sustainable operations through effective waste management practices. Waste generated across our establishments is segregated into wet and dry categories to enable safe disposal, recycling, and treatment, supporting resource conservation and a circular economy.

We recognise the importance of responsible e-waste management. Discarded electronic items, packaging materials, and other related waste are collected and channelled through authorised recyclers and disposal partners in compliance with applicable statutory requirements. This ensures that electronic waste is processed safely, prevents harmful environmental impact, and contributes to resource recovery and recycling.

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



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

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

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N/NA).

Yes

If not, provide details of all such non-compliances, in the following format:

Specify the law/regulation/ guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
We are compliant with all the applicable environmental laws/ regulations/ guidelines in India.			

Leadership Indicators

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

Parameter	Unit	2024-25	2023-24
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	TCO ₂ e	For Scope 3 Please refer to our sustainability report	4712.90
Total Scope 3 emissions per rupee of turnover [Total Scope 3 emissions (in MTCO ₂ e) / Revenue from operations (in rupees)]	TCO ₂ e/ Revenue from Operations		0.00000008

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) No

If yes, name of the external agency. Not Applicable

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

Not Applicable

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

Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative	Corrective action taken, if any
Installation of Solar Plants (including Rooftop) and Smart Metres	Solar Plants installed at 6 locations, rooftop solar panels initiated at several retail outlets. Smart metres installed at 7 locations. The solar panels help offset energy consumption with clean, renewable energy and reduce reliance on diesel generators.	Generated 2,27,152 kWh solar energy, resulting in ₹ 7,07,226 solar savings and 1,93,079 kgs of CO ₂ savings. Smart metres enabled ₹ 2,71,388 power savings. Rooftop solar expansion expected to further reduce non-renewable energy usage and diesel consumption	-
Installation of RO Plants	We have installed Reverse Osmosis (RO) systems at our retail outlets. This initiative is designed to substantially decrease our reliance on bottled water. The use of RO systems ensures the availability of safe, purified water at our locations, thereby reducing the need for bottled water consumption.	The implementation of Reverse Osmosis (RO) systems at our retail outlets, a measure set to significantly reduce waste generated from disposable plastic bottles. This decision directly supports our commitment to sustainability, as it drastically decreases the volume of plastic waste entering our ecosystems. Furthermore, by curtailing the need for bottled water, we will indirectly reduce greenhouse gas emissions associated with the transportation of these products.	-
Use of Sustainable Packaging Bags	We have started using biodegradable cloth bags for packaging in place of plastic bags across our operations. These cloth bags are reusable, eco-friendly, and contribute to our commitment toward reducing single-use plastic in our supply chain.	This initiative has significantly reduced our plastic consumption and promotes a green environment by supporting the use of reusable, biodegradable materials in our packaging efforts.	-

5. Does the entity have a business continuity and disaster management plan? (Yes/No)

Yes

Give details in 100 words/ web link.

At EMIL, our Business Continuity and Disaster Management Plan is designed to keep us ready for unforeseen disruptions. It begins with a thorough risk assessment and includes the establishment of an Emergency Response Team, clearly marked emergency exits, and detailed procedures for emergency situations such as shutting down equipment, protecting assets, and prioritising the safety of our personnel.

A structured communication protocol ensures the timely sharing of information with employees, customers, and stakeholders.

We have robust data protection practises in place, including regular backups and alternative technology solutions to support uninterrupted services. Cross-training initiatives and a formal Succession Planning Policy help maintain continuity in critical roles.

Our supply chain is continually evaluated and strengthened to minimize the risk of interruption. Regular drills and post-incident reviews allow us to refine our response strategies and integrate lessons learned. By fostering a culture of preparedness and vigilance, we work to protect our people, operations, and services in any crisis scenario.

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

(This principle highlights the importance of responsible advocacy. Companies should engage in policy advocacy in a responsible and transparent manner, and avoid engaging in activities that could undermine the public interest or the democratic process.)

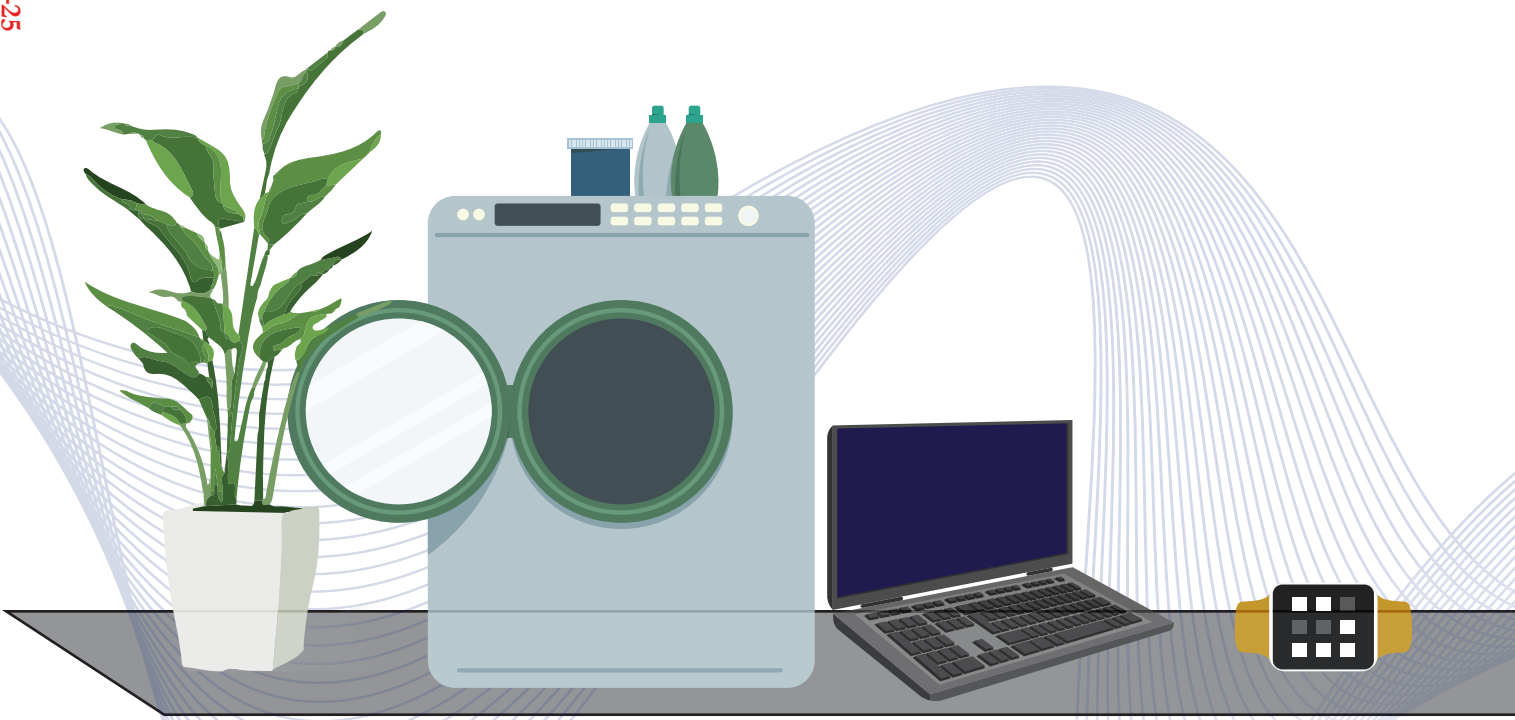
Essential indicators

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

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National/ International)
1	Confederation of Indian Industry	National

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

Name of authority	Brief of the case	Corrective action taken
	Not Applicable	



PRINCIPLE

8

Businesses should promote inclusive growth and equitable development.

(This principle emphasises the importance of promoting inclusive and equitable economic development. Companies should create economic opportunities for all, including disadvantaged and marginalised groups. They should also contribute to the development of local communities and support social and economic empowerment.)

Essential indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain(Yes / No)	Relevant Web link
As the contribution is not exceeding ₹ 10 Crores, the same is not applicable.					

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

Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the financial year (In ₹)
No, Rehabilitation/ Resettlement (R&R) is being undertaken by your entity					



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

The Company has set up a comprehensive system for receiving and addressing community grievances through various channels, including written letters, phone calls, and emails. Contact information is clearly displayed on the organisation’s website and in-store for easy access. The responsible department swiftly takes action according to the type of complaint, ensuring timely and effective resolution.

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

Particular	2024-25	2023-24
Directly sourced from MSMEs/ small producers	0.49%	0.16%
Directly from within India	99.86%	99.85%

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

Particular	2024-25	2023-24
Rural	0.26%	0.42%
Semi-urban	12.83%	4.50%
Urban	13.96%	20.99%
Metropolitan	72.94%	74.10%

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban/metropolitan)

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

No

b) From which marginalised /vulnerable groups do you procure?

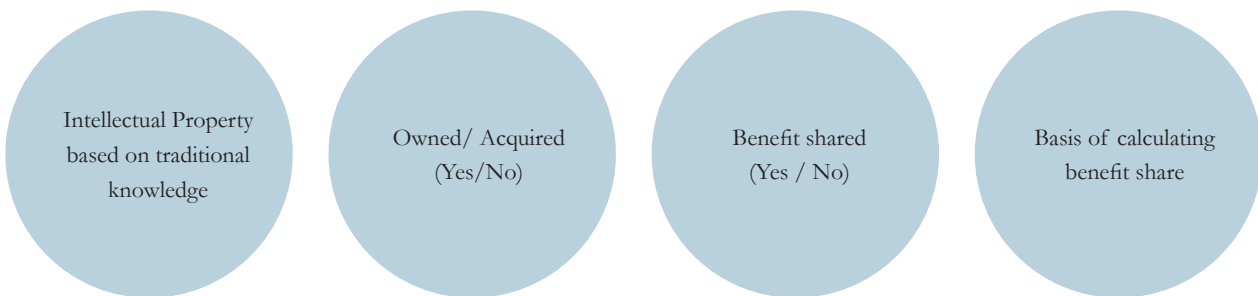
No

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

NA*

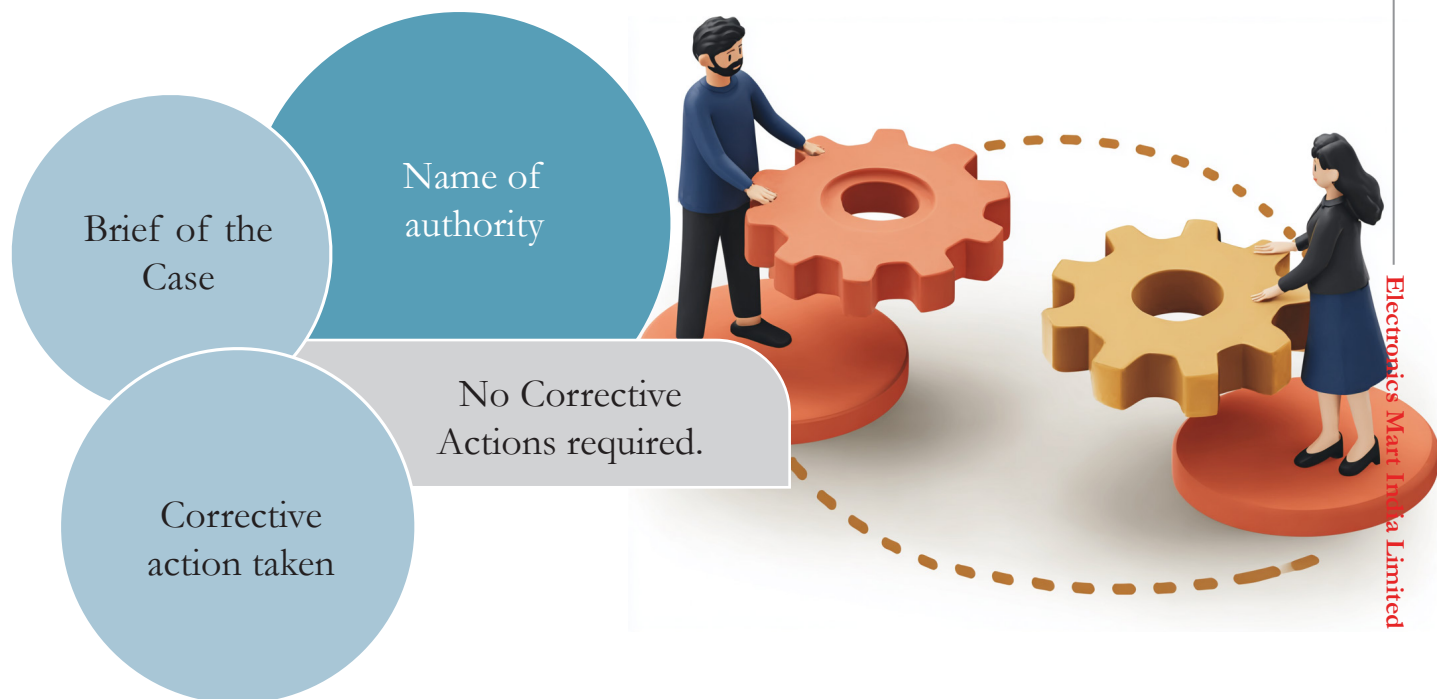
**We do not have a preferential procurement policy that prioritises purchasing from suppliers comprising marginalised or vulnerable groups. However, we do procure some input materials from these groups.*

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



Not Applicable

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



6. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Education Fund	483	100%
2	Telangana Sikh Society	184	100%
3	Swayamkrushi	130	100%
4	PHD Family Welfare Foundation	105	100%
5	Extra Mile Foundation	25	100%
6	Rainbow Children's Foundation	18	100%
7	Thalassemia and Sickle Cell Society	11	100%

PRINCIPLE

9

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

(This principle highlights the importance of responsible consumer engagement. Companies should provide safe, high-quality products and services, and ensure that they are marketed and sold ethically and responsibly. They should also be transparent about their products and services, and provide consumers with the information they need to make informed choices.)

Essential indicators

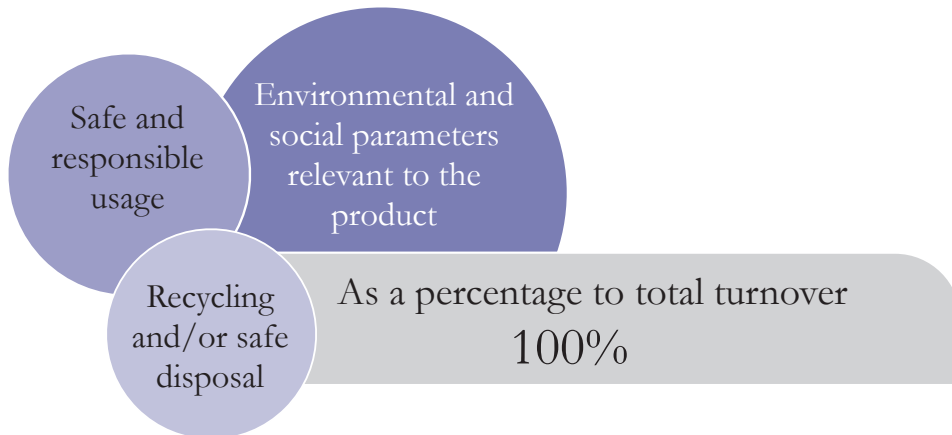
1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

At EMIL, we've further strengthened our customer service capabilities by establishing a centralised customer care centre located in Hyderabad. This centre is dedicated to tracking, managing, and resolving all customer grievances efficiently. It acts as a central hub where customer concerns are promptly addressed, ensuring that each issue is handled with the utmost care.

Our team at the customer care centre not only listens to customers attentively but also works closely with the relevant brand owners to facilitate swift resolutions. By maintaining a focus on timely and effective issue resolution, we ensure customer satisfaction remains at the forefront of our service standards.

This approach reinforces our unwavering commitment to delivering exceptional customer care and continually improving based on the valuable feedback we receive from our customers.

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



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

Particular	2024-25			2023-24		
	Received during the year	Pending resolution at end of year	Remark	Received during the year	Pending resolution at end of year	Remark
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other- Customer Grievances	667	0	-	1821	0	-

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

Particular	Number	Reason for recall
Voluntary recalls	0	-
Forced recalls	0	-

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No)

Yes

If available, provide a web link of the policy

<https://investors.electronicmartindia.com/policy-and-code-of-conduct>

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

No corrective action was required relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of product recalls; and penalty/ action taken by regulatory authorities on the safety of products/ services.

7. Provide the following information relating to data breaches

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

Leadership Indicators

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

<https://electronicmartindia.com/>

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

All our brands provide clear and product-specific safety guidelines to ensure the safe and responsible usage of products. These guidelines are made available through product packaging, user manuals, and digital platforms.

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

Not Applicable

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/NA)

Yes

a. If yes, provide details in brief.

EMIL deals in electronic goods, and all products sold by us carry the mandatory information as per local laws.

b. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/ services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

No*

**Customer satisfaction surveys have been launched from the FY 2025-26 for all retail locations, and feedback will be collected on an ongoing basis.*