



ANAND NVH PRODUCTS

2024-2025 ESG REPORT

Sustainable Future:

Environmental Care, Social Equity, Strong Governance





ANAND NVH PRODUCTS



OUR ESG DRIVE

At Anand NVH Products (ANP), sustainability is more than a policy or a set of actions—it is the very foundation of how we think, operate, and grow. Every choice we make, from responsibly sourcing raw materials to delivering innovative products, is guided by a clear understanding: today's decisions shape tomorrow's world. Sustainability is woven seamlessly into our DNA, influencing both our strategy and our everyday practices.

This report reflects our steadfast dedication to responsible growth and shares the tangible progress we've made in embedding sustainable thinking across our operations. Anchored in our vision, mission, and continuous dialogue with stakeholders, we approach sustainability with rigor, transparency, and long-term perspective.

Our focus spans three critical dimensions—environmental stewardship, social responsibility, and ethical governance. Through defined goals, structured programs, and measurable outcomes, we are working to safeguard the planet, nurture our people, and build stronger communities.

Note: Throughout this report, "M/s Anand NVH Products Pvt Ltd" may also be referred to as "Anand NVH" or "ANP".



ADHERENCE TO

This disclosure has been prepared in alignment with leading global frameworks and principles, including:

- **Global Reporting Initiative (GRI) Standards – Core (2020)**
- **United Nations Sustainable Development Goals (UNSDGs)**
- **National Guidelines for Responsible Business Conduct (NGRBC), Government of India**

In addition, ANP upholds all applicable national and local laws governing environmental, social, and safety performance. By sharing our journey with transparency and accountability, we aspire not only to demonstrate our own progress but also to inspire collective action toward a more resilient and sustainable future.

SCOPE AND BOUNDARY

The scope of this report covers all operations of Anand NVH Products Pvt. Ltd. (ANP), including its manufacturing facility in Gurgaon, India.

REPORTING PERIOD:

The report covers information across the financial year April 1, 2024 to March 31, 2025.

REPORTING CYCLE

Annual

ASSURANCE DECLARATION

The information presented in this report has been reviewed at various stages to ensure completeness and accuracy. It was prepared in collaboration with Onlygood Futuretech Pvt. Ltd. and a qualified team at ANP, following our internal sustainability reporting procedures.

Anand NVH collaborated with Onlygood Futuretech Pvt. Ltd. for conducting carbon accounting and ESG based analysis of our operations. Onlygood provided us with the Carbon dashboard for measuring and tracking our carbon emissions and by identifying immediate solutions to our carbon related roadblocks through rigorous data analysis and efficient systems tracking.



FEEDBACK

We value feedback from all our stakeholders as it helps us to refine and realign our strategies and objectives. Please share your suggestions and observations with us at info@anandnvh.com



THROUGH THE LEADERSHIP LENS

Sustainability remains a fundamental pillar at Anand NVH Products, integral to our identity and strategic growth. It informs our decision-making, reinforces our organizational culture, and shapes the value we deliver to our stakeholders.

We firmly believe that genuine progress is achieved by harmonizing business excellence with environmental stewardship, respect for people, and exemplary governance.

Over the past year, we have made significant advancements in integrating ESG principles into our operations. From enhancing energy efficiency and elevating workplace safety standards to cultivating a culture of accountability, each achievement underscores our dedication to our employees, customers, partners, investors, and the communities in which we operate.

We acknowledge that the path ahead presents increasing demands. Challenges such as climate change, resource constraints, and workforce well-being require unwavering attention. Through resolute commitment and collaborative effort, we are transforming these challenges into opportunities for innovation and sustainable resilience.

As we look forward, our focus remains on reducing emissions, optimizing resource utilization, investing in our people, and reinforcing governance frameworks. This report provides an honest and transparent account of our progress alongside areas requiring further improvement. With sustainability embedded at the core of our strategy, we are confident in our ability to generate enduring value for all stakeholders while making a positive contribution to society and the environment.

Wishing you an insightful read,

Best regards,
Kanwardeep Singh Anand
Executive Director

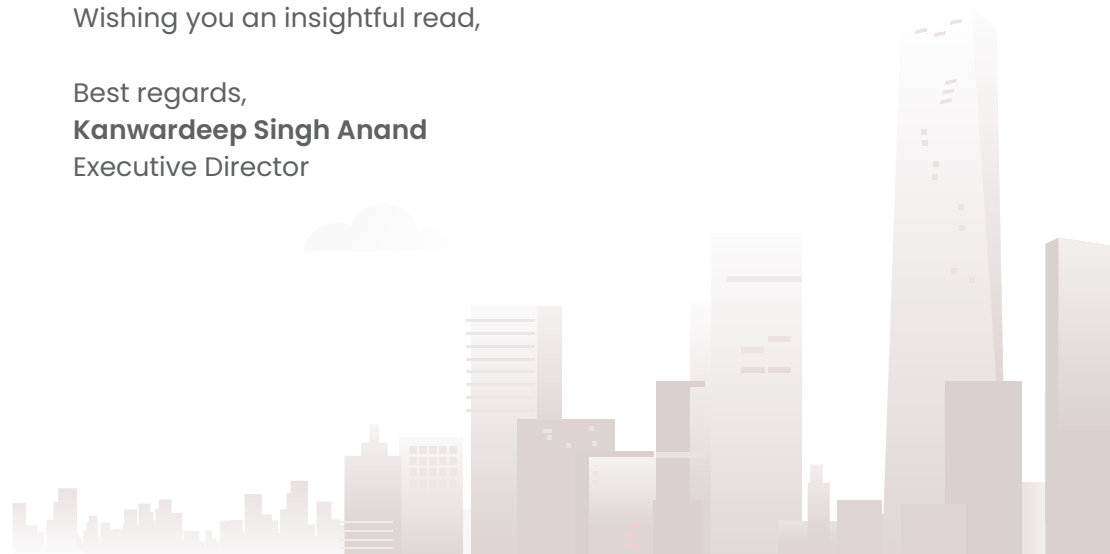




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ABOUT ANAND NVH

Anand NVH Products (ANP), established in 2002, is a globally recognized manufacturer and exporter of rubber and rubber-to-metal bonded automotive components. Our products are widely applied in Noise, Vibration, and Harshness (NVH) management for passenger cars, light and heavy commercial vehicles, and railways.

A major milestone in our journey was the acquisition of Rubber Enterprises in Imlay City, Michigan (USA), rebranded as Anand NVH North America, which expanded our global footprint and strengthened our partnerships with leading automotive OEMs.

TODAY, ANP OPERATES WITH:

285,000 sq. ft.

of state-of-the-art manufacturing facilities

30,000 sq. ft.

Technical Centre for product development and validation

1000+

global employees across India, USA, and Germany

37+ million

parts annually

125,000 sq. ft.

upcoming facility at Reliance MET, Haryana



ANP is regarded as one of India’s foremost auto component manufacturers, known for its commitment to quality and delivery excellence.

OUR CAPABILITIES

PRODUCTS

ANP develops engineered solutions for vehicle suspension systems, with a strong focus on anti-vibration technologies. Our products are supplied to leading automotive OEMs worldwide and are valued for their consistency and reliability.

Since expanding into North America in 2016, ANP has strengthened its global presence, with operations in India and the U.S. supporting both domestic and international markets. This network has enabled us to serve a wide range of customer needs across passenger cars, light commercial vehicles, and heavy-duty trucks.

OUR PRODUCT PORTFOLIO INCLUDES:



SUB - FRAME MOUNTS & CHASSIS BUSHING



TOP MOUNTS & STRADDLE BALLS



HEAVY DUTY TRUCK PARTS



LINK ARMS & TORQUE RODS

Through this range, ANP addresses the complete requirements of suspension systems with products that emphasize quality, durability, and performance.



STRATEGIC & RESPONSIBLE GROWTH

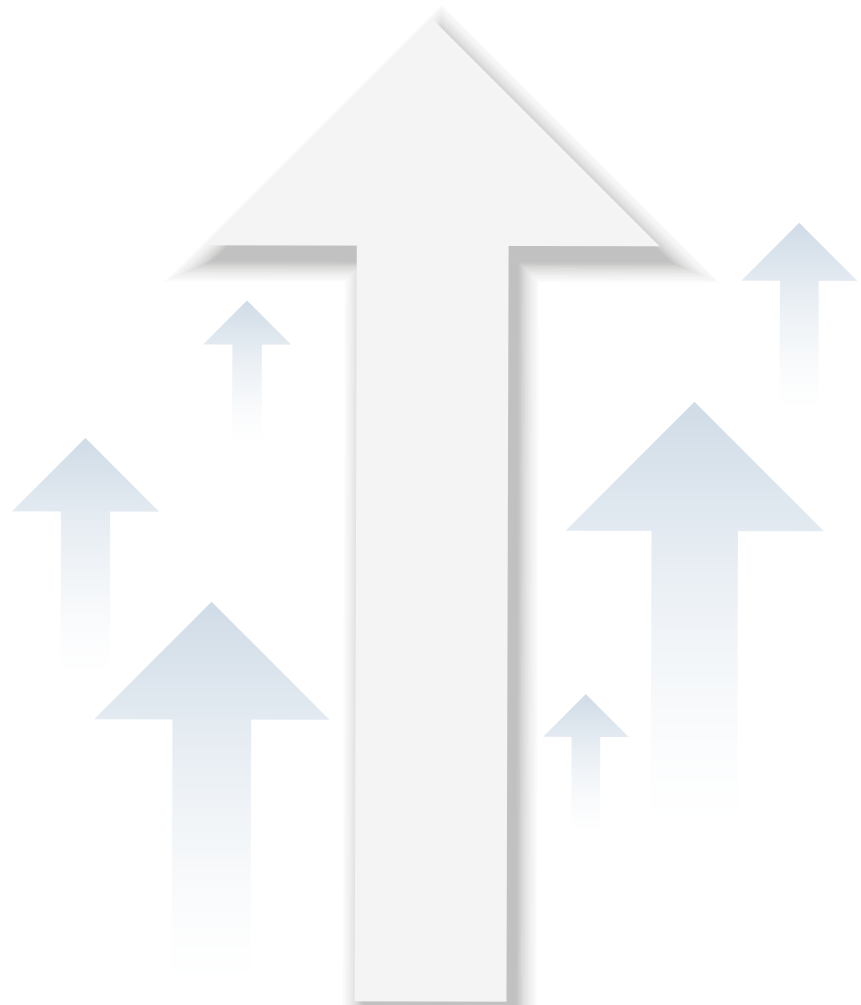
We engineer with purpose — combining innovation, precision, and reliability to create solutions that elevate performance and efficiency across mobility systems.

Our focus on advanced anti-vibration technologies helps improve comfort, reduce noise and vibration, and ensure long-term dependability.

As we continue to expand globally, our commitment remains steadfast: to build technologies that drive progress while respecting the world we operate in.

Read. Reflect. Reimagine.

Regards,
Krishnan Iyer
Chief Operating Officer



HIGHLIGHTS

Our state-of-the-art facility in Gurugram integrates advanced manufacturing and testing capabilities that set ANP apart:



Rubber mixing capacity

15.5 tons per day Equipped with SCADA based recipe Management system.



Metal Preparation

Automated phosphate lines, spray coating, and dedicated treatment facilities for precision bonding.



Post-Vulcanization Assembly

Automated swaging, assembly cells, and dedicated operations for bushings and top mounts.



In-house Tool Room

CAD/CAM-enabled, supported by CNC lathes, vertical milling, and EDM machines for tool and fixture production.



Technical Resources

A multidisciplinary team of engineers, CAD/CAE specialists, prototype and test technicians driving innovation and validation.

Optimum production capacity 25000000 Nos



Together, these capabilities reinforce reliability for global supply chains.

QUALITY

At ANP, quality is a commitment, not a checkpoint. Every process, from design to final assembly, is structured to guarantee defect-free, high-performance components:

To ensure world-class standards: Error-proofing and Poka-Yoke systems are applied at multiple stages of production, ensuring only defect-free products reach our customers.

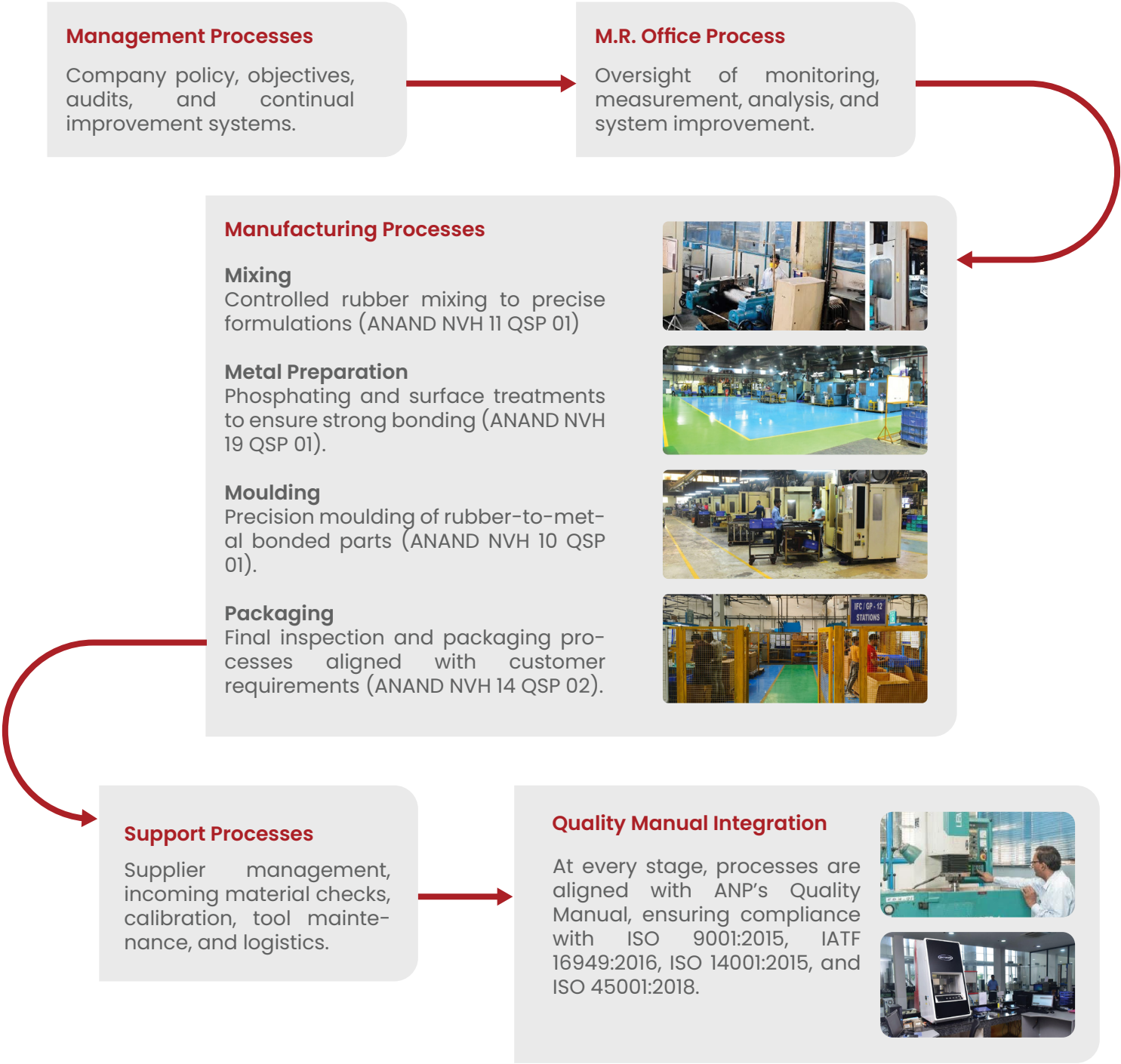
- Process controls and monitoring systems are implemented throughout the value stream to maintain consistency and compliance.
- Compliance with globally recognized standards: ISO 9001:2015, IATF 16949:2016, ISO 14001:2015, and ISO 45001:2018.
- ANP regards its suppliers as partners, working closely with them to strengthen their processes and guarantee defect-free incoming material.

This integrated approach enables ANP to deliver products that consistently achieve global benchmarks of reliability and performance, reinforcing our reputation as a trusted partner for automotive OEMs and Tier-1 suppliers worldwide.



PROCESS FLOW

The manufacturing system is built on a structured sequence of processes that integrates policy, oversight, production, and quality assurance. Each stage is designed for precision, consistency, and compliance, ensuring that every product delivered meets the highest global standards. The flow begins with management systems and policy frameworks, followed by robust manufacturing stages, and ends with packaging and customer delivery.



This structured process flow ensures that every part produced meets world-class quality standards, while embedding error-proofing, environmental compliance, and worker safety at each stage.

RESEARCH & DEVELOPMENT

At Anand NVH, Research & Development (R&D) is a key enabler of innovation, sustainability, and customer value creation. By integrating design expertise, advanced simulation, and testing infrastructure, our R&D function consistently delivers innovative anti-vibration solutions that meet global benchmarks of performance, safety, and environmental responsibility. A structured roadmap—from digital design to durability validation and customer delivery ensures that every project meets global standards of performance, safety, and sustainability.

RECOGNITION & CERTIFICATION

- Anand NVH's in-house R&D unit is registered and recognized by the Ministry of Science and Technology, Department of Scientific & Industrial Research (DSIR), Government of India. This registration is valid up to March 31, 2027.
- This recognition acts as an encouragement to pursue R&D, reinforcing cost-effective innovation and strengthening India's role in global automotive supply chains.

ANP operates dedicated CAD and FEA teams providing capabilities for linear and non-linear analysis as well as durability prediction. This strengthens the company's ability to deliver design and testing solutions aligned with customer requirements across multiple regions.

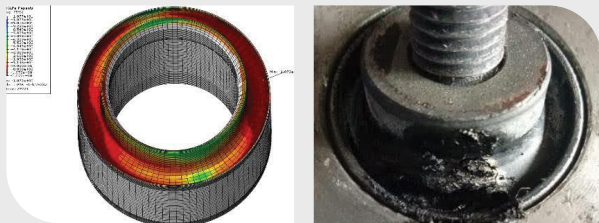
TECHNICAL CENTRE – GURUGRAM

15,000 sq. ft. Technical Centre has been established in Gurugram, India. It is equipped with a multi-axle durability test bench and a real-time load data (RLD) processor, providing advanced infrastructure for fatigue, durability, and NVH testing.



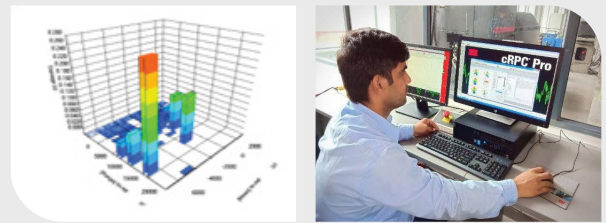
DESIGN CAPABILITIES

- **3D/2D Modeling Tools:** Creo Parametric, CATIA, UG NX, AutoCAD
- **Finite Element Analysis (FEA):** Abaqus CAE, Altair HyperWorks
- **Fatigue & Durability:** Fe-Safe Endurica Rubber, Hydro Mount Modeling
- **Innovation:** Development of dual-compound bushings with high- and low-damping zones for improved vibration isolation and durability.



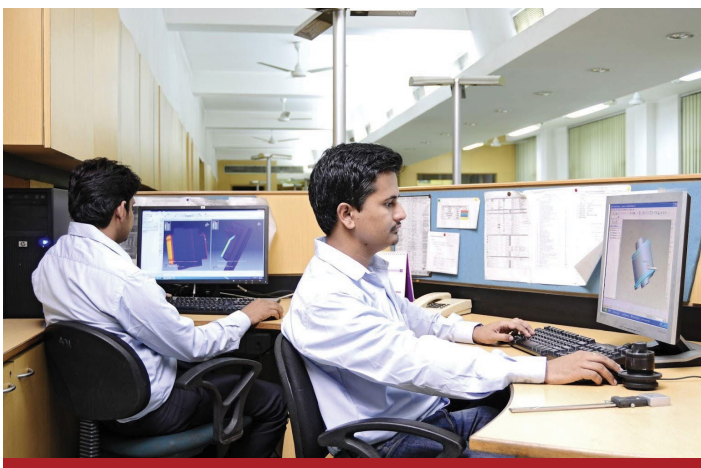
TEST CAPABILITIES

- **cRPC Pro (Road Load Data Testing):** Simulates operating environments of AVS components, enabling durability prediction from real-time road load data.
- **Durability & Product Characterization:** Comprehensive evaluation of component lifespan and material behavior.
- **Material Characterization:** In-depth testing of elastomers and composite materials for performance consistency.



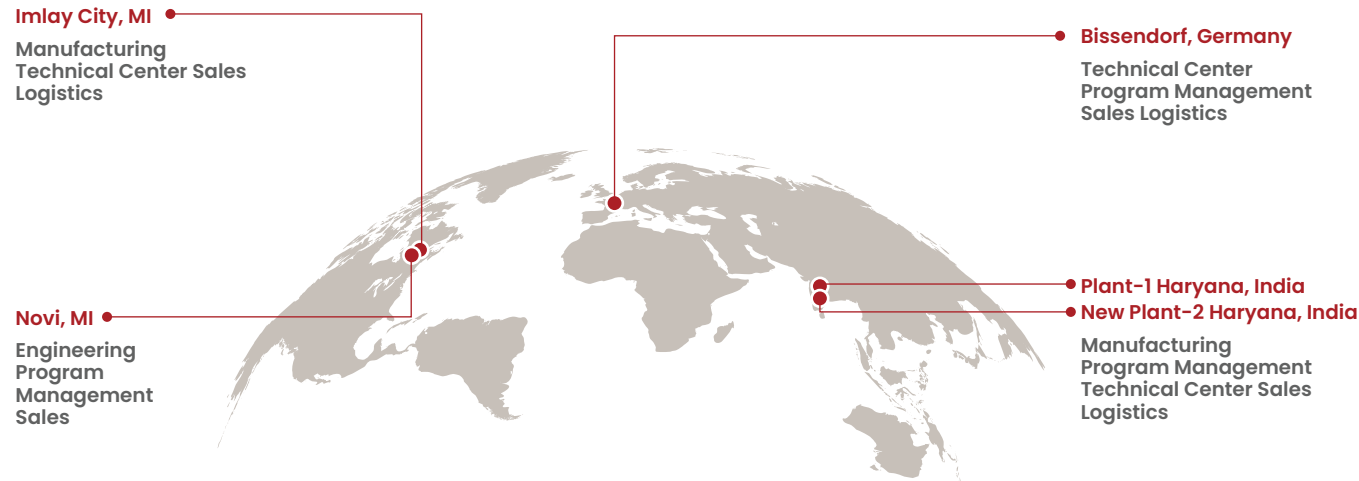
ANP follows a Strategic Project Development Process, ensuring each stage—project management, prototype manufacture, validation, and serial production—is aligned to customer timelines and quality expectations.

Through this integrated R&D framework, ANP not only delivers advanced NVH solutions but also supports sustainability by enhancing product durability, reducing material waste, and building long-term trust with global customers.



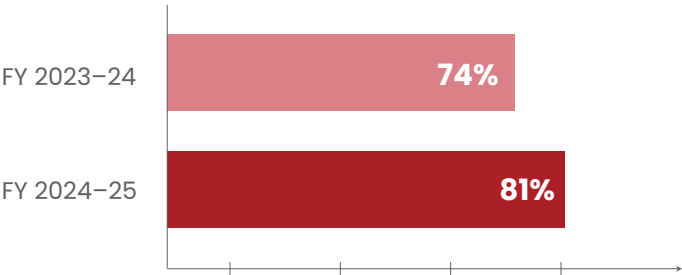
GLOBAL PRESENCE

Anand NVH Products Pvt. Ltd. (ANP) has established a strong global footprint to serve its automotive OEM and Tier-1 customers across key mobility hubs. While headquartered in Gurgaon, Haryana (India), the company’s reach extends across Europe and North America, ensuring seamless technical collaboration and customer support.



GLOBAL TRADE & EXPORT GROWTH

Exports remain central to ANP’s growth and sustainability strategy. The company supplies to OEMs and Tier-1 suppliers across North America, Europe, Asia-Pacific, Latin America, the Middle East, and Africa. Export data highlights significant progress:



This measurable improvement in export percentage demonstrates ANP’s increasing global competitiveness and sustainability in international supply chains.

Exports grew by 45% in FY 2024-25 compared to the previous year contributing to an overall sales growth of 32%. These figures highlight ANP’s strong momentum in global markets and its ability to scale sustainably.



Regional Export Share (Approximate):

- NORTH AMERICA** 35%
(USA, Canada, Mexico)
- EUROPE** 40%
(Germany, France, Italy, UK, Spain, Poland, Czech Republic, Hungary, Slovakia)
- ASIA-PACIFIC** 15%
(China, South Korea, Thailand, Australia)
- LATIN AMERICA** 5%
(Brazil, Argentina)
- MIDDLE EAST & AFRICA** 5%
(Saudi Arabia, South Africa)

COUNTRY-WISE EXPORT FOOTPRINT:



CUSTOMERS

ANP supplies its products to a broad base of leading global and domestic automotive OEMs and Tier-1 suppliers. Our customer network spans passenger cars, commercial vehicles, heavy trucks, and specialty applications, reflecting our ability to serve diverse mobility needs with consistent quality and reliability.

This extensive global customer base demonstrates ANP’s capability to:

- Integrate into international supply chains with compliance to strict OEM standards.
- Support both domestic and export markets through facilities in India and North America.
- Deliver across product categories – from mounts and bushings to pendulum supports and exhaust hangers – ensuring compatibility with the world’s most respected mobility brands.

TRUSTED PARTNER TO 50+ GLOBAL OEMS AND TIER-1 SUPPLIERS







Global Presence
Serving customers across India, North America, and Europe



Diverse Segments
Passenger cars, commercial vehicles, heavy trucks, and specialty mobility



Longstanding Partnerships
Decades of collaboration with leading OEMs and Tier-1 suppliers

Through these enduring partnerships, ANP has established itself as a trusted supplier of anti-vibration solutions, recognized for its reliability, global reach, and customer-centric approach.

EVENTS, AWARDS AND RECOGNITION

ANP’s commitment to zero-defect delivery, continuous improvement, and customer satisfaction has been consistently recognized by leading OEMs:

2013

GM Best Practices Recognition for operational excellence and innovative supplier practices.

2015

GM Supplier Quality Excellence Award for meeting 100% quality and delivery compliance.

2016

GM Certificate of Excellence, Gold Supplier Status, highlighting ANP’s role as a strategic global supplier.

2017, 2019, 2020, 2022


GM Supplier Quality Excellence Awards across multiple years, demonstrating consistent supplier reliability and sustainable performance.

Recognitions from Volkswagen, Skoda, JTEKT, Rane, Tenneco, Somic ZF – highlighting ANP’s strong alignment with international quality and sustainability standards.

2024

Ford Q1 Award (2024) – Recognized for world-class quality and manufacturing excellence, reflecting customer trust and operational resilience.

Ashok Leyland Platinum Award (FY24) – Zero PPM defects, benchmark for sustainable quality.



SETTING A BENCHMARK IN SUSTAINABILITY PERFORMANCE

ANP actively participates in independent sustainability assessments, which benchmark our performance against international best practices.

These validations demonstrate our progress across **Environmental (E), Social (S), and Governance (G)** pillars:



SAQ 5.0 – GREEN SCORE

Developed by Drive Sustainability, SAQ 5.0 is the global standard for assessing sustainability across automotive supply chains.

2023 Score – 62%
2024 Score – 86%



ECOVADIS GROUP ASSESSMENT

A globally recognized benchmark covering environmental stewardship, labour & human rights, ethics, and sustainable procurement.

2024 Score – 37/100



SKKATO ASSESSMENT

Achieved benchmark performance of 100% in the assessment conducted by SKKATO on behalf of Gabriel (FY 2024–25), this EHS supplier audit demonstrates ANP’s leadership in workplace safety, environmental compliance, and employee well-being.

2023 Score – 29/30
2024 Score – 30/30

INDUSTRY ENGAGEMENT & LEADERSHIP

BHARAT MOBILITY GLOBAL EXPO 2025

ANP on 18th – 21st Jan 2025 in Yashobhomi showcased its next-generation NVH solutions at the Bharat Mobility Global Expo 2025, reinforcing its leadership in sustainable mobility.

- Reduction in vehicle carbon footprint through lightweight, recyclable NVH materials.
- 20% improvement in R&D efficiency with AI-driven NVH testing systems.
- 1,000+ stakeholders engaged, including global OEMs, policymakers, and suppliers.

This participation highlights ANP's role in shaping the future of low-carbon, circular automotive ecosystems.



ET BRAND EQUITY ROUNDTABLE 2025

ANP participated in this national leadership forum on customer-centricity, sharing insights on responsible supply chains, sustainable innovation, and customer value creation.

This engagement reinforced ANP's commitment to ethical practices, collaborative partnerships, and advancing sustainability-driven customer solutions, while highlighting our proactive stakeholder engagement with industry peers and customers.



SAP SUMMIT 2024 REPRESENTATION

On 13th September 2024, Mr. Subhash Gunwant (Head-IT) represented Anand NVH at the SAP NOW Summit, showcasing the company's SAP journey and its role in driving transparency, efficiency, and scalable growth.



COMPLIANCES & STATUTORY REGISTRATIONS

The company operates in strict adherence to all statutory and regulatory requirements, ensuring that its business practices are fully aligned with applicable laws and government frameworks. This commitment provides a solid license to operate responsibly and reinforces trust with regulators, customers, and stakeholders.

CERTIFICATE / REGISTRATION	ISSUING AUTHORITY	SCOPE
Industrial Entrepreneur Memorandum (IEM)	Government of India, Ministry of Commerce and Industry, Secretariat of Industrial Assistance, Industrial Entrepreneurs Memorandum Section	Registered with proposed Manufacturing Capacity
Factory Licence	Labour Department, Haryana	Manufacturing operations
MSME Registration	Ministry of Micro Small and Medium Enterprises, Government of India	Recognition under Enterprise type as MSME
GST Registration	Government of India	Registering for Goods and Service Tax Identification Number (GSTIN)
Rubber Board Licence	Rubber Board, Government of India	Authorized manufacturer

CERTIFICATIONS & INDUSTRY RECOGNITIONS

Beyond compliance, ANP has achieved multiple certifications and recognitions that reinforce its commitment to quality, sustainability, and global trade excellence.

Management System Certifications (International Standards)

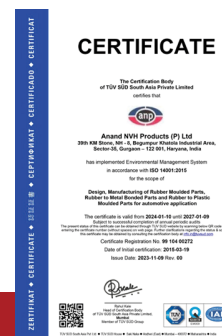
- 14001:2015 – Environmental Management System
- ISO 45001:2018 – Occupational Health & Safety
- ISO 9001:2015 – Quality Management System
- IATF 16949:2016 – Automotive Quality Management System

Industry & Safety Excellence

- ACMA Safety 10.0 – Scored 81% in Machine Safety and 75% in Environmental safety

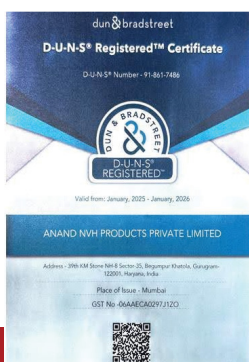
Trade & Export Recognition

- Three-Star Export House – Status under India's Foreign Trade Policy (Valid 2023–2028)
- Authorized Economic Operator (TI MSME AEO) Certificate – Recognition from Central Board of Indirect Taxes and Customs, Ministry of Finance, Government of India for authorized Economic Exporter and Importer program.



Business Identity & Intellectual Property

- Global Business Identity – D-U-N-S® Registered (2024)
- Trademark Registration (Class 12, Vehicles; Trade Mark No. 3838662) – Valid since 2018, ensuring brand protection and IP recognition



MEMBERSHIP

As an active member of ACMA, ANP collaborates with industry peers and policymakers to advance safety, compliance, and innovation across the automotive sector. This membership enhances our ability to integrate responsible supply chain practices and industry best standards into our operations.

OUR VISION

To provide exceptional value to our customers by combining World Class Product Development capability with cost effective manufacturing methods.

OUR MISSION

- To have sustainable and profitable growth through strict adherence to our Core values.
- To provide exceptional value and quality to our customers by delivering technologically advanced products at cost effective pricing.
- To continually seek industry leading engineering methods to improve product developments.
- To establish an environment for employees to grow professionally while being empowered to contribute positively to company's core business

OUR CORE VALUES



Customer Focus

Delivering precise and timely NVH solutions to meet customer needs.



Sustainability

Implementing eco-friendly practices and reducing environmental impact.



Employee Empowerment

Fostering teamwork, learning, and safety in the workplace.



Innovation

Driving research in sustainable materials and advanced technologies.



Integrity

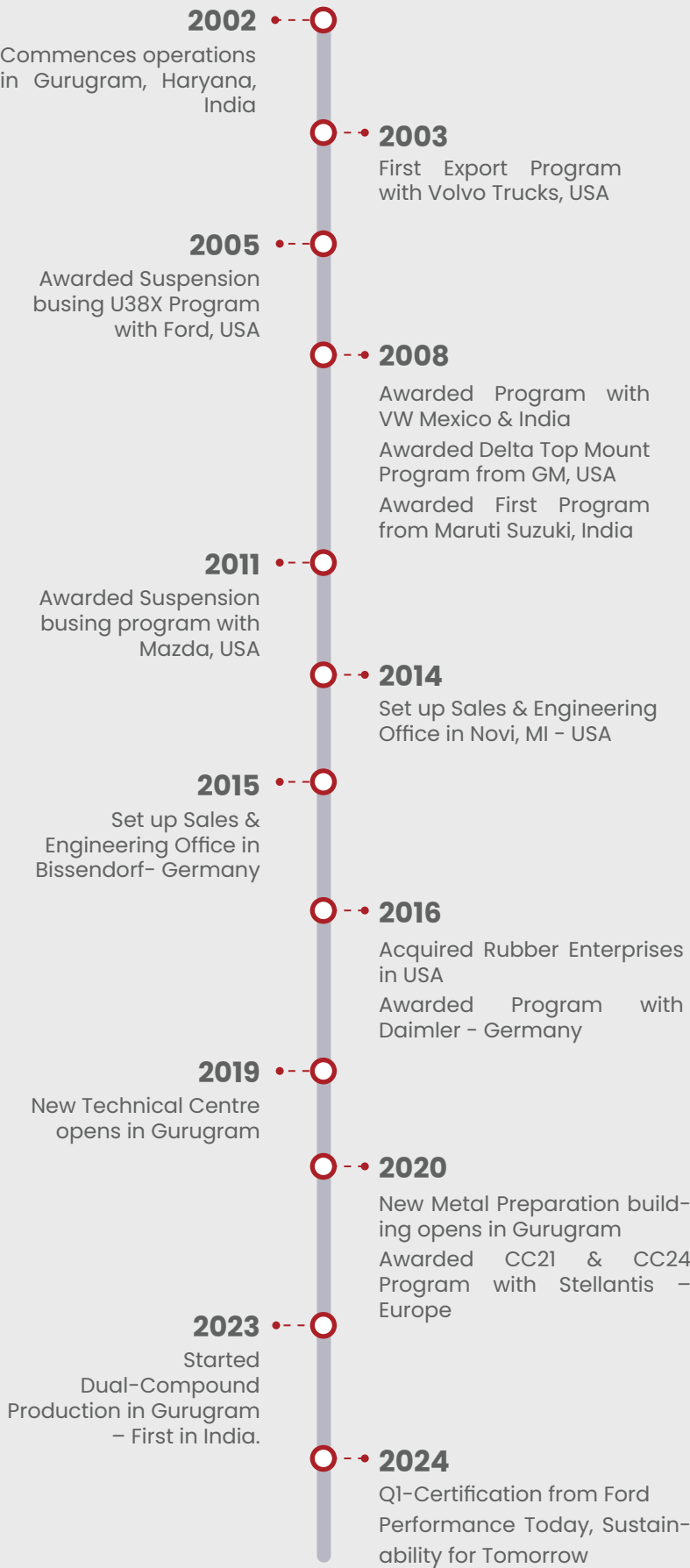
Maintaining honesty and fairness in all business interactions.



Operational Efficiency

Enhancing productivity through vertical integration and quality control.

JOURNEY / MILESTONE



Sustainability at ANP is not an initiative—it is a core philosophy that shapes our decisions, operations, and future growth.

Guided by international frameworks and customer expectations, we integrate environmental stewardship, social responsibility, and strong governance across every stage of our value chain.

OUR APPROACH IS BUILT ON THREE PRINCIPLES

01 Reducing environmental impact through energy efficiency, waste management, and sustainable product design.

02 Empowering people and communities by ensuring safe workplaces, fair labor practices, and inclusive growth.

03 Upholding governance and ethics with transparency, compliance, and responsible supply chain partnerships.

This holistic commitment enables ANP to contribute meaningfully to global sustainability goals while creating long-term value for our stakeholders.



SUSTAINABILITY IS HOW WE GROW

Growth and sustainability are not distinct objectives for us; they are intrinsically unified. True success transcends mere financial metrics and is defined by the positive impact we create for our people, partners and the planet.

Our commitment to sustainability permeates every facet of our organization—it is not confined to a department, a project, or a slogan, but serves as the driving force behind how we design, manufacture, and deliver each product. Every product embodies a promise to advance the global automotive value chain toward greater intelligence, environmental stewardship, and resilience.

This report articulates our unequivocal commitment to responsible growth, purposeful leadership, and fostering an industry where innovation and accountability progress hand in hand. While the path to sustainability is ongoing, our resolve to lead proactively remains steadfast. Empowered by the trust of our employees, customers, and partners, we demonstrate that sustainable growth is not only achievable—it is the essential and only path forward.

Hope this report inspires new possibilities,

Anju Tyagi

Head – Sustainability



SUSTAINABILITY INTEGRATING INTO OPERATION

Sustainability is not an afterthought at Anand NVH—it is a foundational principle that shapes how we operate, innovate, and cultivate relationships with our stakeholders. As a Tier-1 supplier of automotive NVH solutions with a global presence, we fully embrace the responsibility that comes with our integral role in international supply chains.

Our approach is anchored in long-term commitments, evidenced by our adherence to leading sustainability frameworks such as SAQ 5.0 and EcoVadis. These rigorous assessments not only validate our practices but also underscore our enduring partnerships with global customers who prioritize transparency, accountability, and tangible impact.

By embedding sustainability deeply into our operations, decision-making, and strategic vision, we continuously generate value that benefits both our business and the wider society.

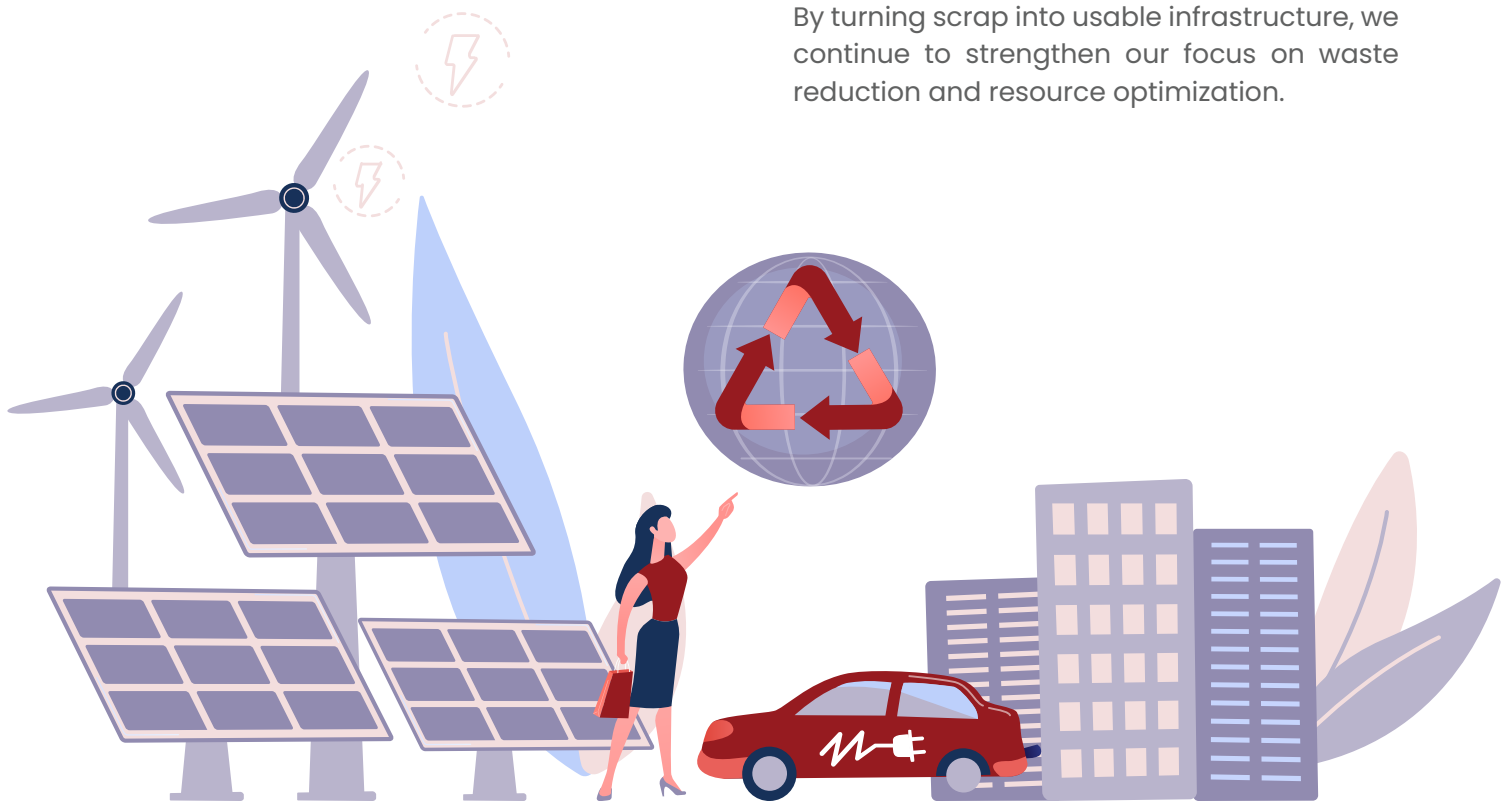
ENVIRONMENTAL STEWARDSHIP

Investment in renewable energy through solar installations, efficient water stewardship via a 30 KLD STP, a 60 KLD ETP, and rainwater harvesting system, and a strong focus on circularity through waste reduction, recycling, and safe disposal under ISO 14001:2015 EMS certification. Continuous monitoring of air, water, and noise ensures compliance and accountability.

REUSING SCRAP METAL

As part of our commitment to a circular economy, our teams have successfully repurposed a considerable amount of scrap metal generated from decommissioned equipment. The material was innovatively reused to fabricate bin stands, railings, and other utility structures within the facility.

This initiative not only prevented valuable resources from going to waste but also demonstrated cost efficiency, in-house innovation, and environmental responsibility. By turning scrap into usable infrastructure, we continue to strengthen our focus on waste reduction and resource optimization.



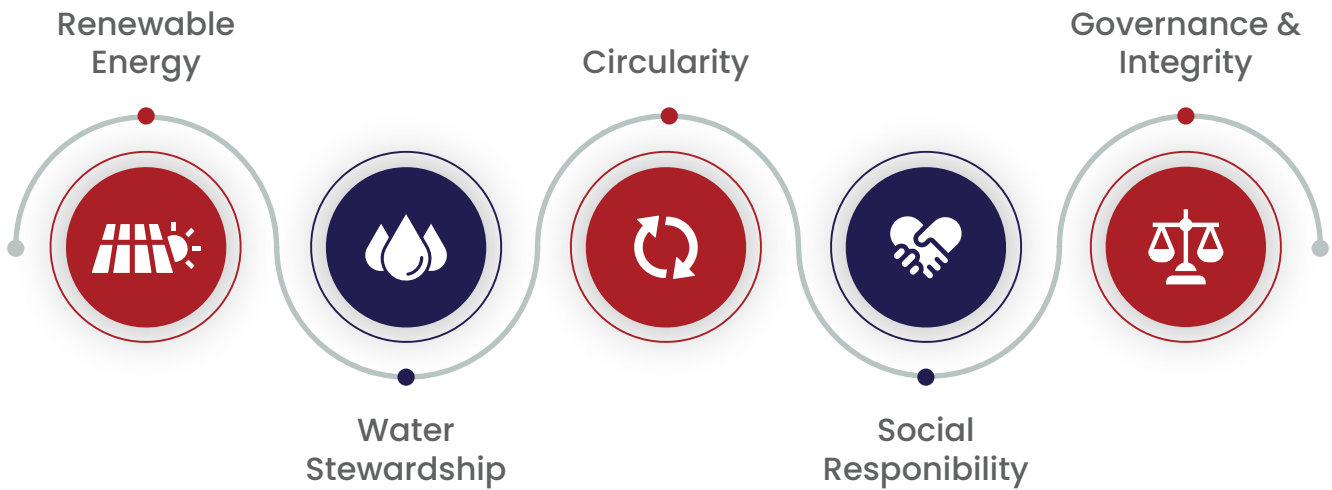
SOCIAL RESPONSIBILITY

With ISO 45001-certified OHS systems, workplace safety, employee well-being, and fair labor practices are embedded into daily operations. Regular training, compliance with wage laws, prohibition of child and forced labor, and active contribution to community upliftment reinforce ANP’s social commitments.

GOVERNANCE & INTEGRITY

Ethical practices are guided by the Anti-Corruption policy and internationally recognized certifications (ISO 9001, IATF 16949). Leadership oversight ensures transparency in procurement, supplier engagement, and the long-term integration of ESG performance into business strategy.

Through these integrated efforts, ANP is building a resilient and future-ready business that thrives on accountability, innovation, and trust. Our sustainability journey goes beyond compliance—it is about creating lasting value for stakeholders, contributing to the United Nations Sustainable development Goals, and continuously raising the bar towards optimum performance as per Ecovadis Methodology.



INNOVATION FOR SUSTAINABILITY

Our R&D strategy directly supports the Environment, Social, and Governance (ESG) framework by:

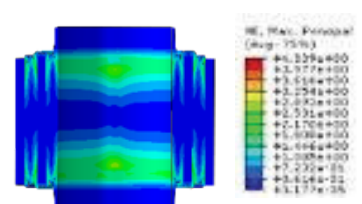
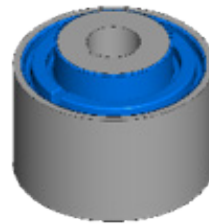
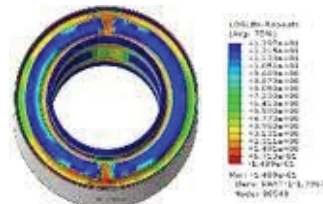
ENVIRONMENT:

- Designing lightweight, durable NVH solutions that reduce material waste and improve vehicle efficiency.
- Developing dual-compound bushings and eco-friendly elastomer solutions for improved vibration isolation and reduced energy consumption.



SOCIAL:

- Ensuring safer, quieter vehicles that enhance passenger comfort and driver well-being.
- Training engineers in cutting-edge tools and technologies, strengthening technical expertise.



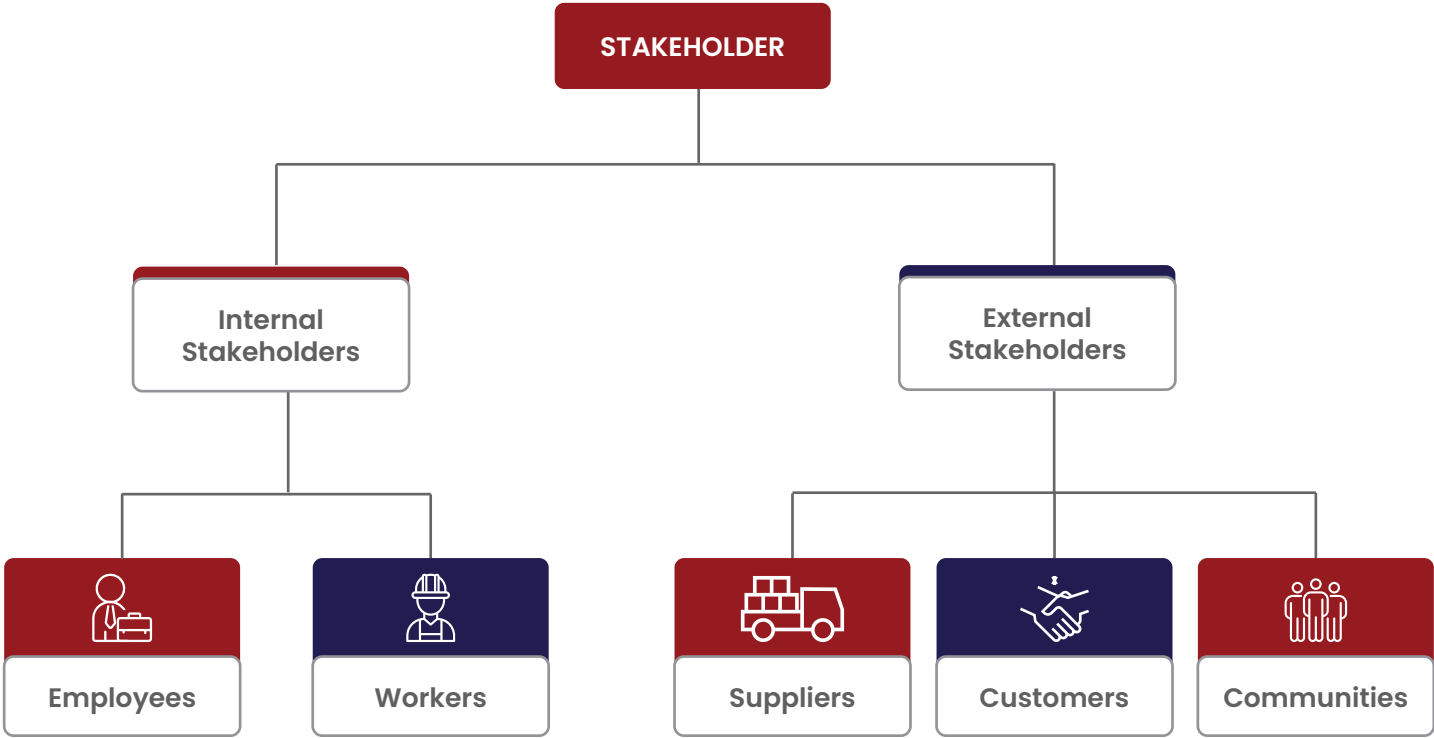
GOVERNANCE:

- Aligning with global OEM sustainability requirements through structured project management, validation, and compliance processes.
- Maintaining transparency in R&D activities with government-recognized certification.

Through this integrated R&D framework, ANP not only delivers advanced NVH solutions but also supports sustainability by enhancing product durability, reducing material waste, and building long-term trust with global customers.

STAKEHOLDER IDENTIFICATION

Engaging with stakeholders is a key part of building a successful business. It involves the ways in which an organization connects with individuals or groups who are either affected by its decisions or have the ability to influence them. At ANP, we recognize two main types of stakeholders within our organization:



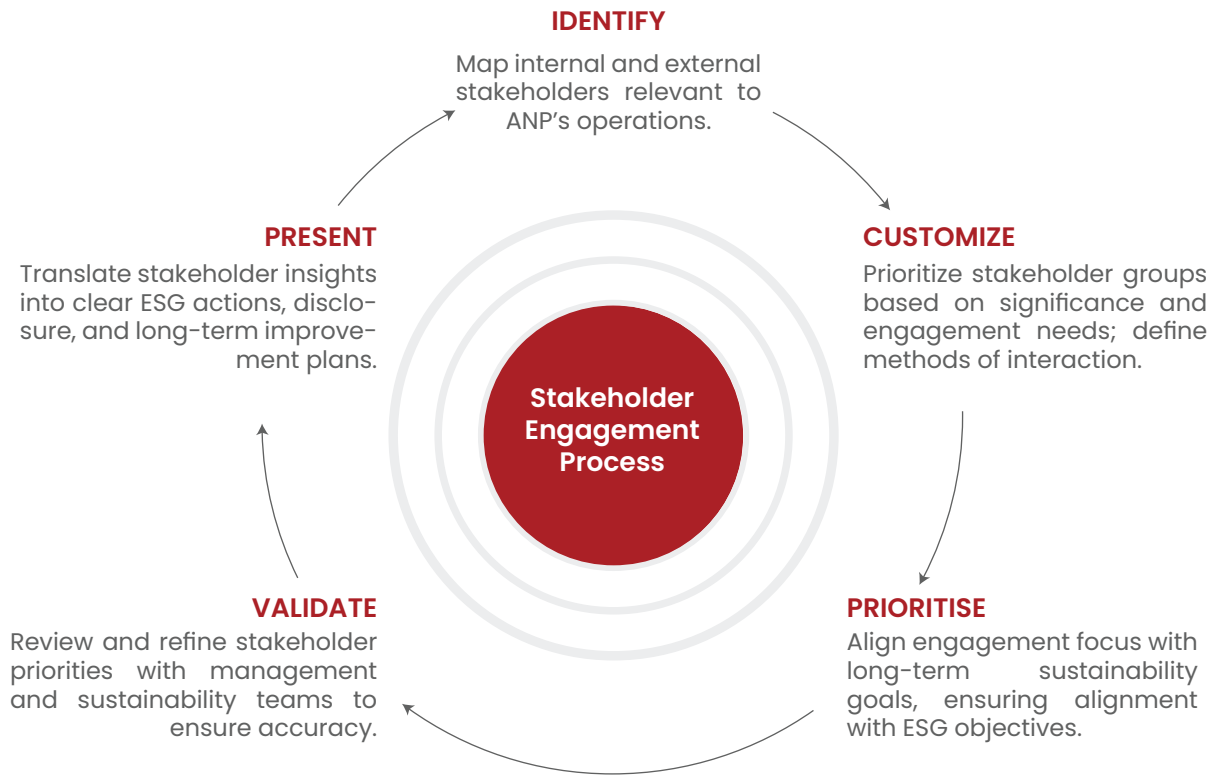
STAKEHOLDER ASSESSMENT

At Anand NVH Products (ANP), sustainability decisions are shaped not only by business priorities but also by the voices and expectations of our stakeholders. We view stakeholder engagement as a continuous two-way process that strengthens trust, drives transparency, and ensures our ESG actions create long-term shared value.

Our stakeholder assessment involves the systematic identification, mapping, and prioritization of individuals and groups influenced by, or influencing, ANP’s operations. These stakeholders play a critical role in shaping our environmental, social, and governance commitments.



STAKEHOLDER ENGAGEMENT PROCESS



STAKEHOLDER ENGAGEMENT

Engaging with stakeholders is a key part of building a successful business. It involves the ways in which an organization connects with individuals or groups who are either affected by its decisions or have the ability to influence them.

KEY STAKEHOLDER GROUPS

Employees & Workers	Workplace safety, skill development, fair wages, and well-being
Suppliers & Contractors	Sustainable sourcing, quality assurance, and compliance with international standards
Customers & Buyers	Ethical sourcing, transparency, and adherence to codes of conduct
Communities	Local employment, environmental responsibility, and community upliftment
Regulatory Bodies	Legal compliance, environmental permits, and labor regulations
Board & Management	Oversight of ESG strategy, risk management, and performance
Investors & Partners	Long-term value creation, ESG disclosures, and risk mitigation
Certifying Agencies	Long term association and certificate continuity without any major non-conformity

MATERIALITY ASSESSMENT PROCESS

Anand NVH conducted a structured materiality assessment aligned with GRI Standards, BRSR, and UN SDGs. The process followed five key steps:

- **Stakeholder Mapping** – Identifying internal and external stakeholders (employees, customers, suppliers, communities, regulators, investors, certifying agencies).
- **Issue Identification** – Compiling ESG issues from global frameworks, industry benchmarks, customer requirements, and stakeholder inputs.
- **Prioritization** – Assessing significance through questionnaires and interviews to evaluate business impact and stakeholder concerns.
- **Validation** – Reviewing and confirming priorities with leadership and sustainability teams.
- **Integration** – Embedding top issues into strategy, operations, risk management, and ESG disclosures.



- **Environment**

 - Energy Management
 - GHG Emissions
 - Climate Action
 - Water Management
 - Waste & Circularity
 - Product Sustainability
 - Pollution Prevention
 - Chemical Management
- **Social**

 - Health & Safety
 - Workforce Management
 - DEI
 - Human Rights
 - Local Communities
 - Ethical Operations
 - Grievance Management
- **Governance**

 - Business Conduct
 - Regulatory Compliance
 - Supply Chain Management
 - ESG Oversight
 - Data Protection
 - Risk Management

ALIGNED WITH UN SDGS

Sustainability at Anand NVH Products (ANP) is embedded as a core principle, shaping our decisions, operations, and growth journey. Our initiatives are aligned with the United Nations Sustainable Development Goals (SDGs), ensuring that our business contributes meaningfully to global sustainability priorities.

UN SDG	TARGET	ANP COMMITMENT & ACTION
	Target 3.8 – Achieve universal health coverage and safe workplaces	ISO 45001-certified OHS systems; ESIC coverage; regular health check-ups and risk assessments; safe drinking water and sanitation; non-discrimination in workplace practices.
	Target 5.1 – End discrimination; Target 5.5 – Ensure women's participation in leadership	Enforce Non-Discrimination Policy; promotes merit-based equal opportunity; women representing leadership and managerial post, Targeting to increase female representation YoY as per the company growth.
	Target 6.3 – Improve water quality; Target 6.4 – Increase water-use efficiency	Operates STP (30 KLD) and ETP (60 KLD); recycles >90% of processed water; rainwater harvesting; holds Groundwater NOC; conducts regular water testing to track quality and usage.
	Target 7.2 – Substantially increase renewable energy share	ANP has a 510 KWP rooftop solar plant in operation and intends to expand capacity in 2025 as part of its renewable energy strategy.
	Target 8.5 – Full and productive employment; Target 8.8 – Protect labour rights	Ensures safe and fair working conditions; complies with wage laws; prohibits child/forced labour; conducts employee training and development; follows ethical sourcing and labour rights practices.
	Target 9.5 – Enhance R&D capabilities	Operates advanced R&D centres in India, USA, and Germany; invests in simulation, FEA, durability testing; develops sustainable NVH solutions (e.g., dual-compound bushings).
	Target 12.5 – Reduce waste generation	Circular production practices; ISO 14001-certified EMS; recycling, reuse, and prevention of waste; formal agreements with waste agencies for compliant disposal.
	Target 13.2 – Integrate climate measures in planning	Initiated carbon accounting to track hotspots; installed solar PV plants; energy efficiency programs; periodic testing of water, air, and noise quality to meet national standards.
	Target 15.1 – Conserve ecosystems; Target 15.5 – Halt biodiversity loss	Waste management practices to reduce land pollution; responsible raw material sourcing; compliance with environmental permits.
	Target 16.5 – Reduce corruption; Target 16.6 – Build accountable institutions	Strong governance policies; Sops and annexures I; whistleblower mechanism; supplier code of conduct embedded in procurement.
	Target 17.17 – Promote effective partnerships	Collaborates with global OEMs, suppliers, ACMA, and sustainability consultants; partnerships for certifications and carbon accounting to advance ESG performance.

Environment

Sustaining progress, preserving the planet





HARMONIZING: INDUSTRY'S FOOTPRINT AND NATURE'S BALANCE

Environmental responsibility is at the heart of our sustainability journey. We recognize that our operations affect natural resources, and we are committed to minimizing this impact through efficient energy use, responsible water management, and strong environmental governance.

Over the past year, we have advanced programs to improve usage of renewable and Green energy resource optimization. These initiatives not only reduce our footprint but also improve long-term resilience.

We acknowledge that climate change, resource scarcity, and waste management continue to present significant challenges. These realities push us to innovate further, embrace new technologies, and pursue practices that create lasting environmental value.

Looking ahead, our priorities include scaling renewable and Green energy, embedding circular economy principles, and progressing towards science-based emissions targets.

This section provides a transparent account of our performance in alignment with GRI Standards and India's BRSR guidelines, reaffirming our commitment to a cleaner, more sustainable future for generations to come.

Thanks

Harjinder Singh

Head Maintenance, Utility & Projects



COMMITMENT AND GOVERNANCE

Anand NVH is committed to managing its environmental footprint responsibly and aligning its operations with global sustainability frameworks. Guided by its ISO 14001:2015-certified Environmental Management System, the Company embeds environmental stewardship into daily operations across energy, water, air quality, waste, biodiversity, and supplier management.

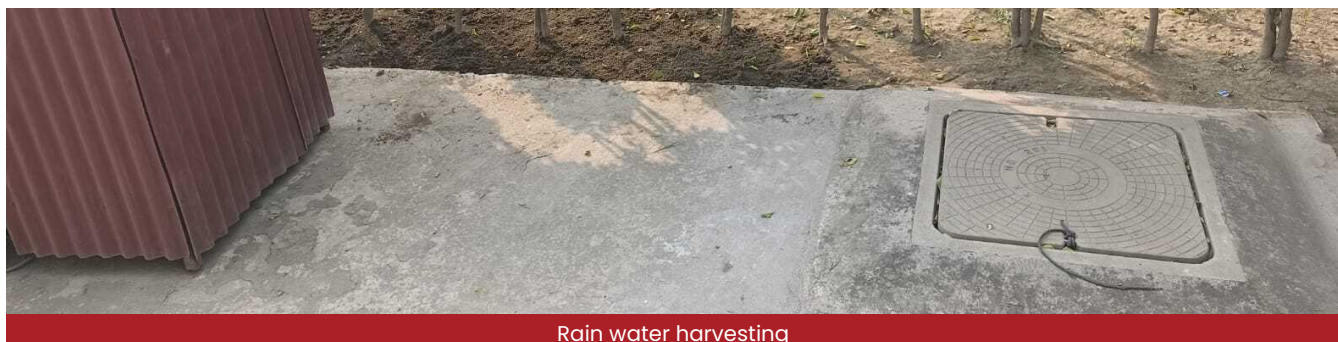


Oversight is anchored at the senior leadership level, with dedicated EHS and sustainability functions responsible for implementation. Facility heads ensure compliance at plant level, while suppliers are aligned through the Supplier Sustainability Code of Conduct and SOPs, which mandate adherence to environmental standards. Regular reviews, audits, and management evaluations ensure accountability and continuous improvement.

POLICIES & MANAGEMENT APPROACH

Anand NVH manages its environmental topics through a set of structured policies and operational controls:

- **Energy and GHG Policy** – Focuses on green and renewable energy adoption, cleaner fuels, and efficiency improvements.
- **Water Policy** – Ensures sustainable withdrawal, advanced treatment of effluents through ETP and STP facilities, and maximization of reuse via UV-based treatment and rainwater harvesting.
- **Air Quality Policy** – Commits to reducing emissions through preventive controls, monitoring, and compliance with CPCB/SPCB standards.
- **Materials, Chemicals, and Waste Policy** – Promotes safe handling of materials as per respective MSDS guidelines, ensure compliance to ROHS and REACH, reduction of hazardous waste, and adoption of circular economy principles.
- **Biodiversity Policy** – Seeks to avoid, minimize, and restore ecological impacts while supporting conservation initiatives.
- **Supplier Environmental Code of Conduct** – Requires suppliers to demonstrate responsible environmental performance, undergo screenings, and implement corrective actions when necessary.



Rain water harvesting

DUE DILIGENCE AND RISK MANAGEMENT

Environmental risks are managed through aspect–impact registers, legal compliance reviews, and periodic ISO audits. Operational controls include real-time monitoring of air and water quality, safe storage and handling of hazardous materials, and manifest-based waste tracking. Suppliers are regularly assessed through screening processes and audits to identify environmental risks in the value chain.

KEY PROGRAMS AND INITIATIVES

Anand NVH translates policy commitments into tangible action through multiple initiatives:

- **Renewable energy:** Installation of a 510 kWp on-site solar PV plant. ANP is committed to further enhance the Green Energy utilization to 50% of total Energy Consumption by FY 26–27.
- **Cleaner fuels:** Conversion of ovens in metal preparation processes to PNG, and use of dual-fuel kits on DG sets to reduce diesel reliance.
- **Energy efficiency:** Adoption of LED retrofits, VFDs on compressors and wet scrubbers, and process optimizations.
- **Water stewardship:** Upgrade of the 30 KLD STP with UV disinfection and operational control of the 60 KLD ETP to ensure compliance with discharge standards.
- **Circularity:** Reuse of scrap materials for in-house applications (e.g., bin stands, railing etc), and process kaizens that reduce runner and flash waste.
- **Air and noise control:** Continuous monitoring of emissions and ambient noise levels in line with regulatory permits.
- **Rainwater harvesting:** Preventive maintenance of recharge structures to ensure groundwater replenishment.

GRIEVANCE AND STAKEHOLDER MECHANISMS

Anand NVH has established accessible grievance mechanisms for employees, suppliers, and community stakeholders to raise environmental concerns. Supplier grievances are tracked and resolved through structured Corrective Action and Preventive Action (CAPA) processes. Issues are escalated as needed to ensure timely closure and accountability.

MONITORING AND EVALUATION

Environmental performance is monitored through:

- Energy and water metering systems
- Accredited laboratory testing for effluent and emissions
- Waste tracking and Agreements for waste disposal (Hazardous waste , e-waste) with approved sources
- Supplier screening results and CAPA follow-up
- Internal and external audits under ISO 14001

Policies are reviewed on a yearly basis if prompted by regulatory changes or technological improvements. ESG disclosures are published annually to ensure transparency with stakeholders.

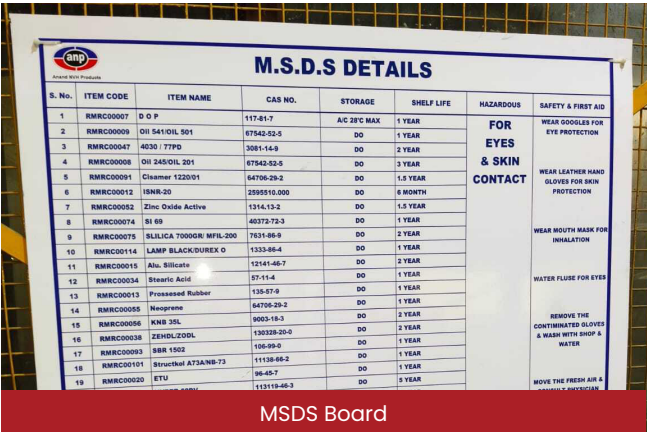
To enhance transparency and meet evolving customer requirements, Anand_NVH is advancing digital sustainability reporting systems aligned with OEM partners. These improvements strengthen the Company’s ability to capture, monitor, and disclose ESG data in line with global supply-chain expectations.

MATERIALS

Anand NVH manages raw material use through responsible sourcing and efficiency measures under its ISO 14001:2015–certified Environmental Management System (EMS). Natural rubber procurement is governed by a valid Rubber Board Licence (2023–2028), which regulates authorized consumption volumes and ensures traceability of usage.

The Company strictly complies with International Material Data System (IMDS) protocols, REACH regulations, RoHS standards, and maintains up-to-date Material Safety Data Sheets (MSDS), ensuring transparency, regulatory compliance, and the safe management of raw materials and chemicals throughout the supply chain. To reinforce responsible sourcing, suppliers are mandated to submit Conflict Minerals Reporting Templates (CMRT) for 3TG minerals and Extended Minerals Reporting Templates (EMRT) for cobalt and mica, in accordance with the OECD guidelines on responsible mineral supply chains.

To reduce dependency on virgin inputs, Anand NVH embeds circularity by reusing scrap in-house and channelling non-hazardous metallic waste to authorized recyclers. These measures, combined with process improvements that minimize runner and flash waste, enhance material efficiency while reducing environmental impact.



MSDS Board



ENERGY

MANAGEMENT APPROACH

Anand NVH views energy efficiency and decarbonization as essential drivers of long-term competitiveness and resilience. Through our Energy and GHG Policy, we commit to optimizing energy use across our operations, investing in renewable generation, and progressively transitioning to lower-carbon fuels. This effort is integrated into our ISO 14001:2015-certified Environmental Management System, ensuring that energy performance is managed through clear responsibilities, regular monitoring, and a cycle of continuous improvement.

Key elements of our energy management approach include:



RENEWABLE ENERGY

Adoption of on-site generation with a 510 KWP solar PV plant already in operation.



EFFICIENCY

Implementing efficiency-driven retrofits, including LED lighting upgrades and VFDs on compressors and scrubber fans, to reduce electricity intensity.



PROCESS INNOVATION

Innovating our processes, such as using hot exhaust air for sludge drying, which reduces our dependence on high-energy electric dryers.



CLEANER FUELS

Transition to cleaner fuels, notably the conversion of process ovens and metal preparation units to PNG and the use of dual-fuel kits for DG sets, which reduces diesel reliance.

The Company's transition to cleaner fuels is formally supported by a valid PNG Usage Certificate, authorizing the use of piped natural gas (PNG) across ovens and metal preparation processes. This certification provides regulatory assurance for the Company's decarbonization initiatives and validates compliance with state energy regulations.



SUPPLIER INTEGRATION

Requiring partners to measure, manage, and disclose their energy footprints in alignment with our Supplier Code of Conduct.

By combining renewable generation, operational efficiency, and cleaner fuels, Anand NVH demonstrates a pragmatic yet ambitious approach to energy management.

ENERGY CONSUMPTION
WITHIN THE ORGANIZATION

Anand NVH continuously measures its energy consumption, which includes both direct fuels (diesel, LPG, PNG) and indirect energy (purchased electricity). We are steadily increasing our use of renewable energy, with on-site solar PV generation contributing to our overall electricity mix.

REDUCTION OF ENERGY
CONSUMPTION

Through targeted projects, we have achieved tangible reductions in energy consumption and improved efficiency. These initiatives include fuel substitutions, retrofits, and process redesign.

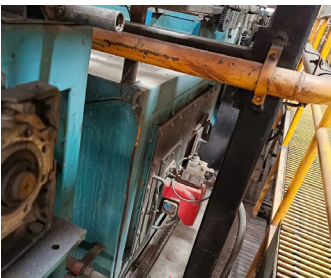
HIGHLIGHTS:

- **Fuel Substitution:** Converting from furnace oil to PNG in our ovens and metal preparation processes has significantly reduced fuel intensity.
- **Hybrid Fuel Use:** The adoption of dual-fuel kits on our DG sets enables a partial replacement of diesel with cleaner fuel, lowering our Scope 1 emissions.
- **Facility Upgrades:** We have installed LED retrofits across our plant facilities, which has lowered our lighting energy demand.
- **Operational Optimization:** VFD installations on compressors and scrubbers ensure variable load optimization, improving efficiency.
- **Waste Heat Utilization:** We have implemented a new process that uses hot exhaust air to dry ETP sludge, replacing high-energy electric heaters.

ENERGY INTENSITY

To benchmark operational efficiency, ANP calculates energy intensity as the ratio of total energy consumed to production output. For FY 2024-25, total energy consumption was 43,110 GJ, corresponding to an intensity of 0.0018 GJ per unit of production (or 1.80 MJ per unit). This low intensity highlights the Company’s progress in decoupling energy demand from business growth, supported by renewable integration, fuel substitution, and continuous efficiency improvements.

INDICATOR	VALUE	BASIS / NOTES
Total Energy Consumption	43575.6 GJ	Direct fuels (diesel, PNG) + grid & solar electricity
Total Production Output	23,955,934 units	As reported by ANP
Energy Intensity	0.0018 GJ/unit (≈ 1.80 MJ/unit)	



PNG for Ovens



Dual fuel kit for DG



Industrial Fans



Use of Natural Light

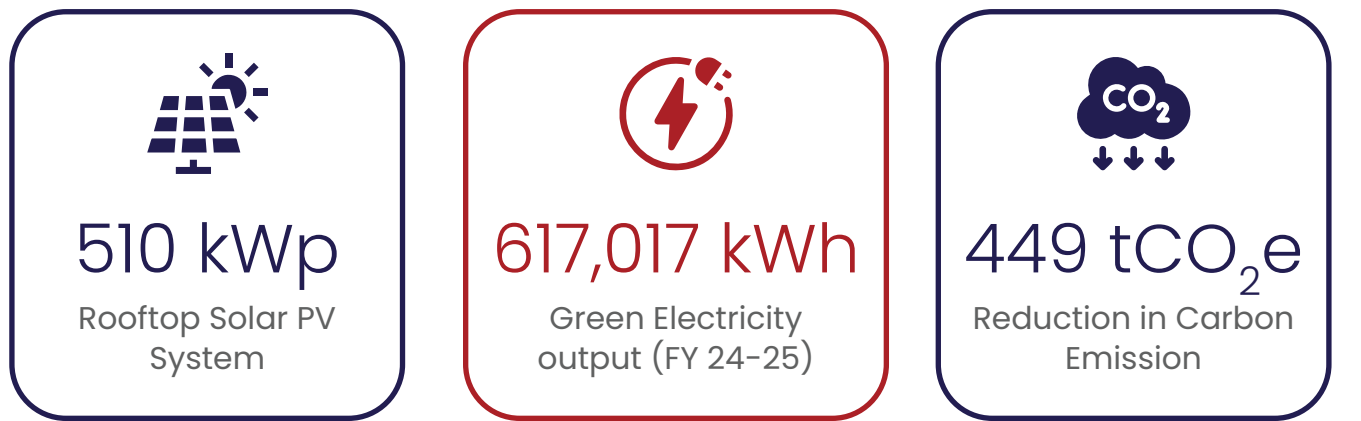
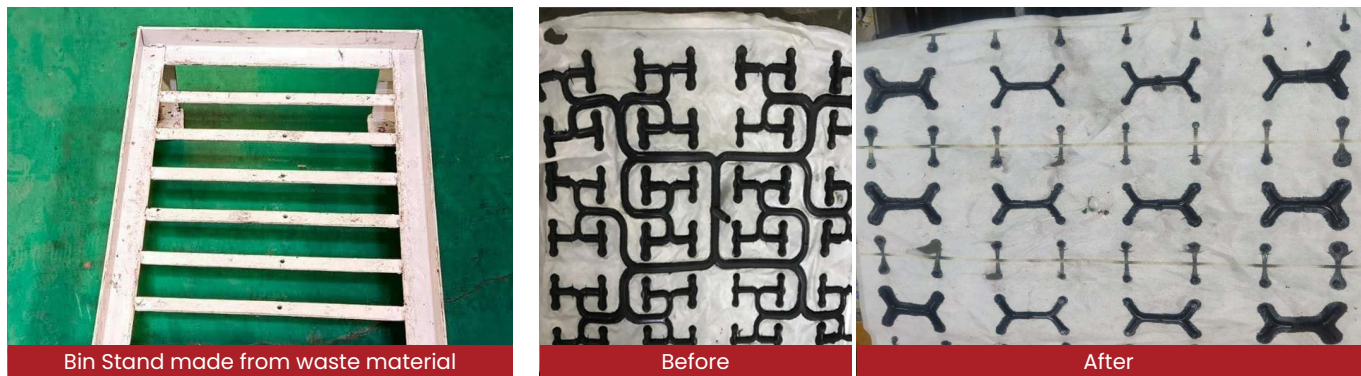
Preventive maintenance and layout improvements also enhanced energy efficiency, such as through the automation of robotic stations and modifications to the IFC system, which reduced idle time and optimized energy demand during production cycles.

REDUCTIONS IN ENERGY/MATERIAL OPTIMIZATION

We invest in process efficiency and design improvements that reduce the embedded energy in our products and services. These efforts extend beyond our immediate operations to lower the life-cycle energy intensity of our manufactured components.

Examples:

- **Process Redesign:** We continually redesign processes to shorten cycle times and optimize machine energy use.
- **Scrap Reuse:** Our in-house reuse of scrap, such as for creating metal bin stands, reduces the embodied energy of procured materials and enhances the circularity of our operations.
- **Tool-room Kaizens:** We implement improvements that minimize runner and flash waste, which cuts both material and associated energy demand.



In FY 2024–25, Anand NVH’s 510 kWp rooftop solar PV system generated 617,017 kWh (2,221 GJ) of clean electricity, enabling the Company to avoid approximately 449 tCO₂e of emissions. This reflects Anand NVH’s continued commitment to decarbonization and the adoption of renewable energy solutions.

WATER AND EFFLUENTS

Water is a critical shared resource for both industry and community. Anand NVH recognizes its responsibility to use water efficiently, treat wastewater to the highest standards, and maximize opportunities for reuse. The Company’s Water Policy sets the framework for responsible withdrawal, treatment, and recycling, while compliance is managed under the ISO 14001:2015-certified Environmental Management System.

The Company’s Gurgaon facility is in a water-stressed region, as identified by the Central Ground Water Authority (CGWA) in the National Compilation on Dynamic Ground Water Resources of India, 2024. Despite this challenge, Anand NVH ensures that all water withdrawals remain strictly within the approved limits under CGWA consents, with valid permissions for withdrawal and operation. Regular tracking of consumption against consented quantities ensures responsible usage and compliance with regulatory requirements.

Infrastructure for water stewardship includes:

- A 30 KLD Sewage Treatment Plant (STP), upgraded with UV disinfection in 2024 to enhance reuse quality.
- A 60 KLD Effluent Treatment Plant (ETP) designed to handle industrial wastewater streams.
- Rainwater harvesting systems with preventive maintenance programs to ensure effective groundwater recharge.

In 2025, Anand_NVH further enhanced its 30 KLD Sewage Treatment Plant (STP) by integrating the latest treatment technologies and expanding its effective capacity. This upgrade improves the quality of treated effluent for reuse and supports the Company’s long-term zero-discharge objective. Daily monitoring by plant EHS teams, coupled with accredited laboratory testing of effluent parameters, ensures continuous compliance with statutory requirements and supports long-term water security.

WATER WITHDRAWAL

In FY 2024–25, Anand NVH withdrew a total of 28,440 KL of water, sourced entirely through private tanker supply. No groundwater abstraction or municipal water supply was used. Delivery records and metering ensure accurate tracking of tanker-supplied volumes, and consumption is regularly reviewed against operational requirements.

SOURCE	VOLUME (KL)	NOTES
Private tanker supply	28,440	Sole source of withdrawal
Total Withdrawal	28,440	KL/year

WATER DISCHARGE

In FY 2024–25, Anand NVH adopted a closed-loop water management approach with zero external discharge. All wastewater streams were routed to the on-site STP or ETP, treated, and fully reused within the facility for non-potable applications such as gardening, flushing, and floor washing. This ensured that no treated or untreated effluent was released beyond the facility boundary.

STP PLANT



ETP PLANT



Through this model, 45.2% of total water withdrawal was recycled and reused internally, while the remaining volume was consumed in production processes, embedded in products, or lost through evaporation. Independent laboratory monitoring confirmed that treated water consistently complied with Haryana State Pollution Control Board (HSPCB) consent-to-operate requirements for pH, BOD, COD, and TSS, thereby safeguarding both environmental quality and site-level water security.

OUTLET / DESTINATION	VOLUME (KL)	COMPLIANCE
STP treated water (reuse)	Internal reuse	Yes
ETP treated discharge	0	Yes
Total Discharge	0	No discharge outside facility

WATER CONSUMPTION

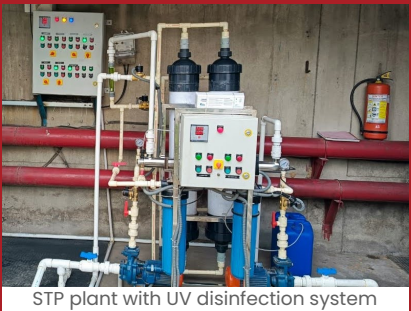
For the fiscal year 2024–25, the total water consumption was 28,440 KL, which was equivalent to the total water withdrawal, as no external discharge occurred. Of this volume, 12,868 KL were treated and subsequently reused internally, which resulted in a reuse rate of 45.2%.

The remaining ~55% of water was consumed in production processes, retained within products, or lost through evaporation. The zero external discharge model combined with a 45.2% recycling rate demonstrates a strong commitment to responsible water management and continuous improvement.

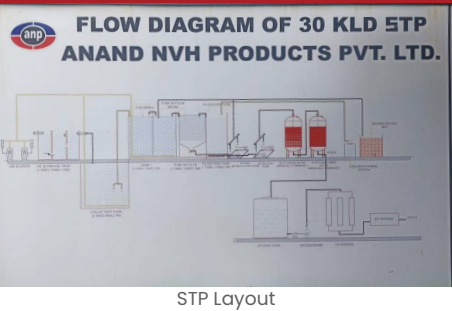
INDICATOR	VOLUME (KL) FY 24-25	REMARKS
Total Water Withdrawal	28,440	From private tanke supply
Total Water Discharge	0	No external discharge
Net Water Consumption	28,440	Equal to withdrawal
Recycled / Reused Water Volume	12,868	Treated STP/ETP water
% Recycled / Reused (of total)	45.2%	Internal reuse efficiency
Water Intensity	0.00119	Total water consumption /total production

KEY ACHIEVEMENTS IN FY 2024–25

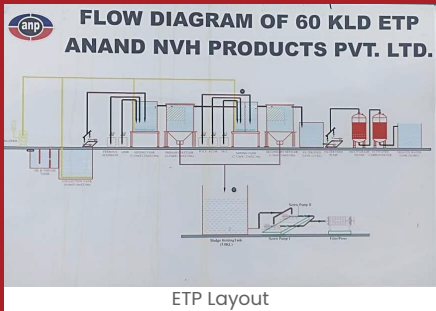
- Zero external discharge – no wastewater released beyond facility boundaries.
- 28,440 KL withdrawn through private tanker supply, with complete monitoring of intake volumes.
- 12,868 KL recycled, achieving a reuse rate of 45.2%.
- 60 KLD Effluent Treatment Plant (ETP) and 30 KLD STP with UV disinfection ensured high-quality treatment and reuse.
- Preventive maintenance of rainwater harvesting structures supported groundwater recharge.



STP plant with UV disinfection system



STP Layout



ETP Layout

BIODIVERSITY

While Anand NVH’s direct operations do not intersect with protected or ecologically sensitive areas, the Company maintains a greenbelt around its facilities and integrates biodiversity considerations into site planning. Rainwater harvesting structures indirectly support local recharge and soil stability. Looking forward, biodiversity impact assessments and targeted conservation partnerships are being explored to strengthen commitments.

EMISSIONS (FY 2024–25)

Direct (Scope 1) GHG Emissions

Direct emissions at Anand NVH arise from the combustion of fuels such as diesel, LPG, and PNG, as well as from mobile sources and fugitive emissions (refrigerants). These activities are closely monitored under the site’s Environmental Management System, and strategic fuel transitions—such as moving from diesel to PNG and deploying dual-fuel DG sets—have already reduced the diesel footprint.

SOURCE	ACTIVITY DATA	EMISSIONS (TCO ₂ E)
PNG stationary combustion	198,058.3 SCM	405.11
Diesel – stationary combustion	4,903.65 L	13.05
Diesel – mobile combustion	13,014.3 L	35.20
Refrigerants (R134a, R22, R32)	97.39 kg	115.06 (69.44 + 35.2 + 10.42)
Total Scope 1	—	568.43
Scope 1 Intensity	0.00002372 tCO ₂ e per Unit.	

Energy Indirect (Scope 2) GHG Emissions

Purchased grid electricity remains the largest source of indirect emissions for Anand NVH. To mitigate this, the Company operates a 510 kWp rooftop solar PV system, which generated 617,017 kWh of clean electricity in FY 2024–25, avoiding 449 tCO₂e.

SOURCE	CONSUMPTION (KWH)	EMISSIONS (TCO ₂ E)	REMARK
Purchased electricity	9,218,620	6,701.94	Based on CEA India factors
Solar rooftop PV	617,017	0	Renewable, avoided 449 tCO ₂ e
Total Scope 2	9,835,637	6,701.94	6.27% renewable share
Scope 2 Intensity	0.000279 tCO ₂ e per Unit		



Other Indirect (Scope 3) GHG Emissions

Scope 3 emissions are driven primarily by logistics and distribution, with additional contributions from purchased goods and services, business travel, and waste disposal. Employee commuting has been identified as a material category, and data will be captured in future cycles.

CATEGORY	EMISSIONS (TCO ₂ E)	REMARK
Category 1: Purchased goods & services	32213.65	Indirect supply chain fuels
Category 4: Upstream transportation	81357.14	Reported as per current inventory
Category 5: Waste Generated in Operations	112.63	Landfill & open-loop
Category 6: Business travel	84.78	Flights + car travel
Category 7: Employee commuting	3898	(Car, Bike, Metro, Local Bus etc)
Category 9: Downstream transportation	117408.02	(Road, Sea, Air, Train)
Total Scope 3	235074.22	Dominated by logistics
Scope 3 Intensity	0.009812 tCO ₂ e per Unit	

GHG EMISSIONS INTENSITY

Scope 1 Intensity 0.00002372 tCO ₂ e per Unit.	Scope 2 Intensity 0.000279 tCO ₂ e per Unit	Scope 3 Intensity 0.009812 tCO ₂ e per Unit
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Emissions intensity provides a measure of operational efficiency relative to production. Anand NVH reports two levels of intensity:

- Overall intensity (Scopes 1–3): 0.010116 tCO₂e per unit of output
- Scope 1+2 intensity: 0.000303 tCO₂e per unit of output

These ratios highlight the Company’s progress in reducing its carbon footprint relative to output while integrating renewable energy.

Since 2024, Anand_NVH has transitioned to a SaaS based GHG accounting platform to monitor Scope 1, 2, and 3 emissions. This digital system enhances data accuracy, traceability, and transparency, ensuring alignment with global climate disclosure standards.

REDUCTION OF GHG EMISSIONS

Anand NVH continues to advance decarbonization through renewable integration, fuel substitution, and process efficiency.

Anand NVH has already installed a 510 kWp rooftop solar PV system and now intends to further increase its renewable and green energy capacity. This planned expansion will raise the share of clean electricity in the energy mix and reduce reliance on fossil-based grid power.

These maintenance improvements have indirectly contributed to lowering Scope 1 and 2 emissions by reducing fuel and electricity consumption through more reliable equipment performance.

These measures reflect a structured pathway toward long-term decarbonization and compliance with evolving global climate expectations.

In response to customer expectations, Anand NVH is preparing to implement Product Carbon Footprint (PCF) assessments. This initiative will allow the Company to quantify life-cycle emissions at the product level and align with emerging OEM decarbonization requirements.

KEY INITIATIVES IN UPTO FY 2024-25 INCLUDED:

- 510 kWp solar rooftop PV
→ 449 tCO₂e avoided.
- Conversion of ovens and boilers to PNG
→ reduced diesel consumption by ~5,000 L.
- Dual-fuel kits on DG sets
→ reduced diesel reliance during grid outages.
- Efficiency measures such as LED retrofits, VFD on compressors, and ETP sludge drying with hot exhaust.
- Programming in Cell Motors to avoid energy loss when the machine is not in use.

ENVIRONMENTAL MONITORING & COMPLIANCE (2024)

In 2024, Anand NVH engaged with a NABL-accredited laboratory, to conduct statutory environmental monitoring across workplace and ambient locations. The scope included work zone air quality, ambient air quality, and DG/noise monitoring in line with CPCB standards.



WORK ZONE AIR QUALITY

Five work zone sampling points were tested for particulate matter, SO₂, NO_x, and other pollutants. All results were found to be within CPCB permissible limits for workplace exposure.

AMBIENT AIR QUALITY

Two ambient monitoring stations around the facility were analysed for PM₁₀, PM_{2.5}, SO₂, NO_x, O₃, NH₃, heavy metals, and hydrocarbons. All parameters complied with the National Ambient Air Quality Standards (NAAQS).

NOISE (DG/FACILITY)

Noise levels were monitored at key facility locations, including the main gate, shop floor, utility area, and administrative block. Both daytime and nighttime readings were within CPCB standards for industrial areas (75 dB(A) day, 70 dB(A) night).

Independent testing confirmed that all monitored air and noise parameters were within statutory thresholds, underscoring the effectiveness of Anand NVH's adoption of cleaner fuels, dual-fuel DG sets, and preventive maintenance practices.

MONITORING & TESTING FRAMEWORK

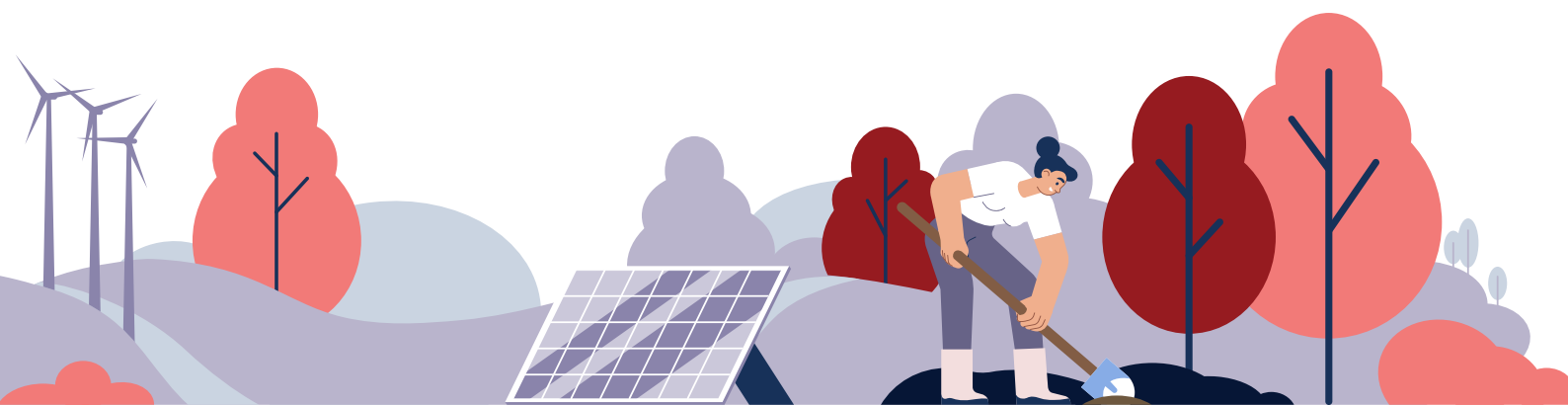
In addition to statutory monitoring of air and noise, Anand_NVH undertakes a broad program of workplace and environmental testing that covers air, water, noise, dust, and heat, as well as critical equipment such as blasting machines, cranes, forklifts, and air vessels. Most of these assessments are conducted by accredited third-party laboratories, while in-house evaluations are performed for parameters such as occupational noise and lux levels across all plant zones. This dual approach ensures comprehensive coverage and strengthens compliance assurance.

AIR POLLUTION – CONTROL MEASURES

Beyond compliance monitoring, Anand NVH has established structural and process controls to proactively manage air emissions. These include stack emission monitoring systems, dust suppression mechanisms, and wet scrubbers, supported by preventive maintenance practices that reduce fugitive leaks. Additionally, the installation of dual-fuel kits on DG sets has significantly cut NO_x and particulate matter by replacing a portion of diesel use with cleaner fuels.

KEY HIGHLIGHTS FY 2024–25

- **Total emissions:** 159,878 tCO₂e (all scopes).
- **Scope 1:** 568.43 tCO₂e (PNG, diesel, refrigerants).
- **Scope 2:** 6,701.94 tCO₂e (grid electricity; 617,017 kWh solar avoided 449 tCO₂e).
- **Scope 3:** 235074.22 tCO₂e (primarily logistics & purchased goods).
- **Avoided emissions:** 449 tCO₂e from renewable generation.
- **Carbon intensity:** 0.010116 tCO₂e/unit output.



WASTE

Anand NVH's waste management strategy is built on the principles of a circular economy, prioritizing reduction at the source and maximizing value from materials. We champion a "reduce, reuse, and recycle" philosophy, embedding these principles directly into our production processes.

Our operational controls are governed by the ISO 14001:2015 Environmental Management System, supported by standard operating procedures for robust waste segregation, secure storage, and compliant dispatch. This framework ensures that all waste streams are managed with the utmost integrity.

Non-hazardous metallic waste, such as metal scrap, aluminium scrap, and metal turnings, is responsibly channelled to authorized recyclers for open-loop recycling. Meanwhile, hazardous residues, including ETP sludge, paint sludge, and used/spent oil, are handled with stringent controls under statutory authorizations and consigned exclusively to licensed recyclers or authorized Treatment, Storage, and Disposal Facility (TSDF) operators. The Company holds a valid Authorization under the Hazardous & Other Wastes (Management & Transboundary Movement) Rules, 2016, through September 30, 2025.

Our focus on circularity is further reinforced by process improvements and material-saving Kaizens that effectively reduce runner/flash waste, enhance overall yield, and increase the diversion of metallic materials to recycling. We also maintain strict procurement and supplier SOPs to ensure responsible handling of packaging and hazardous materials across our value chain.



MANAGEMENT OF SIGNIFICANT WASTE-RELATED IMPACTS

Anand NVH mitigates potential waste-related impacts through a comprehensive and traceable management system. Key measures include:

- **Strict Segregation:** Hazardous and non-hazardous waste streams are separated at the source to prevent contamination.
- **Traceable Storage:** Waste is stored in labelled, compliant areas, ensuring clear identification and secure containment.
- **Authorized Dispatch:** All waste is dispatched with manifest controls to authorized recyclers or TSDF operators, guaranteeing a compliant disposal pathway.
- **Supplier Due Diligence:** We conduct thorough due diligence on all downstream handlers to ensure the integrity of the entire waste management process.

For hazardous streams, we have established clear disposal routes in line with our authorizations: ETP sludge and paint sludge are directed to secure landfill (TSDF), while used/spent oil is consigned to authorized oil recyclers. By consistently recycling metallic waste, we maximize circularity and conserve primary resources. Periodic internal audits and documentary checks, including manifests, recycler acknowledgments, and TSDF gate passes, ensure continuous compliance and optimal performance.

WASTE GENERATED

Our waste profile is predominantly composed of non-hazardous, recyclable metal scrap, with minimal hazardous fractions from effluent treatment and paint operations. The following table provides a detailed breakdown of waste generated by stream.

STREAM (CLASSIFICATION)	GENERATION (T)
Metal scrap (non-hazardous)	31.63
Metal Burada (non-hazardous)	8.60
Aluminium (non-hazardous)	2.32
Aluminium Burada (non-hazardous)	3.76
ETP sludge (hazardous)	25.99
Paint sludge (hazardous)	0.09
E-waste	0.23
Waste Intensity	0.00000303

Note: “Open-loop” indicates recycling into external value chains. Hazardous streams are handled under valid authorization and dispatched only to authorized facilities.

WASTE DIVERTED FROM DISPOSAL

Aligning with the waste hierarchy, Anand NVH prioritizes the diversion of non-hazardous materials. We successfully maximized the diversion of non-hazardous metal fractions through open-loop recycling, effectively conserving primary material inputs and minimizing environmental burdens.

In addition to formal recycling channels, Anand NVH has embedded circularity within operations by re-engineering scrap material for internal use. For example, a total of 314 kg of scrap lift material was repurposed to fabricate new bin stands, replacing the need for virgin raw material and demonstrating in-house recycling for functional infrastructure. Such initiatives reinforce a culture of resource efficiency and extend the life of materials within the plant ecosystem.

STREAM (RECYCLED)	DIVERTED (T)
Metal scrap	31.63
Metal Burada	8.60
Aluminium scrap	2.32
Aluminium Burada	3.76
E-waste	0.23



WASTE DIRECTED TO DISPOSAL

Where recovery is not feasible, hazardous residues are safely disposed of. ETP sludge and paint sludge were directed to an authorized landfill (Treatment, Storage, and Disposal Facility landfill). Used/spent oil is authorized for dispatch to authorized oil recyclers under the Hazardous & Other Wastes Rules, valid through September 30, 2025. The annual actual quantity of used/spent oil is reported against manifests for full traceability.

HAZARDOUS STREAM	DISPOSED (T)	ROUTE
ETP sludge	25.99	TSDF (Treatment, Storage, and Disposal Facility landfill) (authorized)
Paint sludge	0.09	TSDF (Treatment, Storage, and Disposal Facility landfill) (authorized)

CIRCULARITY & COMPLIANCE HIGHLIGHTS

- **High Diversion Rate:** A 98.9% diversion rate was achieved, driven by the open-loop recycling of non-hazardous metals, including scrap and turnings.
- **Secure Management:** Hazardous waste streams, such as ETP and paint sludge, are securely managed via TSDF under valid authorizations.
- **Waste Prevention:** Process improvements and material-efficiency Kaizens have successfully reduced runner/flash, reinforcing our commitment to waste prevention at the source.
- **Traceability:** ISO 14001 EMS controls and robust documentation ensure full, audit-ready traceability from segregation and storage to final dispatch.

Anand NVH is preparing to initiate a “Paperless Factory” transition as part of its digitalization agenda. The project is currently under planning and is intended to streamline documentation, minimize paper consumption, and enhance traceability of operational records. Once implemented, this initiative will contribute to reduced resource use, improved process efficiency, and stronger digital sustainability practices.

ENVIRONMENTAL COMPLIANCE

Regulatory compliance is a cornerstone of Anand NVH’s environmental management system. The Company operates in strict alignment with national and state-level regulations including the Air (Prevention and Control of Pollution) Act, 1981, the Water (Prevention and Control of Pollution) Act, 1974, and the Environment (Protection) Act, 1986, along with the Hazardous and Other Wastes (Management & Transboundary Movement) Rules, 2016.

All manufacturing operations are conducted under valid regulatory permits, including:

- Consent to Operate (CTO) issued by the Haryana State Pollution Control Board (covering air emissions, water consumption, and effluent treatment).
- Anand NVH holds a valid Authorization for Hazardous and Other Wastes, effective until 30 September 2025, with the consent for the 2026 year already secured. This authorization permits the handling and disposal of chemical sludge, ETP sludge, and used/spent oil exclusively through authorized recyclers and Treatment, Storage, and Disposal Facilities (TSDFs).

Continuous monitoring of STP and ETP performance, supported by accredited laboratory analysis reports, ensures effluent discharge parameters remain consistently within statutory limits. Periodic internal audits, along with external surveillance audits under the Company’s ISO 14001:2015 Environmental Management System, further reinforce compliance assurance.

In FY 2024–25, Anand NVH recorded no instances of non-compliance, no monetary fines, and no non-monetary sanctions from any regulatory authority.

In addition to statutory audits, Anand NVH voluntarily underwent an external safety audit in 2024. The audit provided independent verification of occupational and environmental safeguards, strengthening the Company’s assurance framework and reinforcing stakeholder confidence.

ENVIRONMENTAL GOVERNANCE

Oversight of regulatory compliance rests with the Company’s HR team, who is responsible for ensuring all licenses remain valid, monitoring statutory reporting, and escalating any potential risks to senior leadership. Environmental compliance performance is reviewed periodically at management review meetings and forms an integral part of ESG reporting to the Board.

PERMIT / AUTHORIZATION	VALIDITY	STATUS	NOTES
Consent to Operate (CTO) – HSPCB	Effective until 30 September 2025, with the consent for the 2026 year already secured	Compliant	Covers air, water, effluents
Hazardous & Other Wastes Authorization	Effective until 30 September 2025, with the consent for the 2026 year already secured	Compliant	Covers sludge & used oil disposal
Factory Licence (Factories Act, 1948)	2023–2027	Compliant	Authorizes manufacturing operations; ensures statutory compliance with occupational health, safety, and environmental safeguards
Regulatory inspections (SPCB / audits)	Ongoing	No findings	Confirmed compliance
ISO 14001:2015 Surveillance Audit	FY 2024–25	Successful	No major non-conformities

KEY HIGHLIGHTS FY 2024–25

- Zero instances of environmental non-compliance — no fines, penalties, or sanctions reported.
- All statutory permits and authorizations valid and active, including CTO and Hazardous Waste Authorization.
- Treated effluents consistently within prescribed limits, as confirmed by accredited laboratory monitoring.
- ISO 14001 EMS audits successfully conducted with no major non-conformities.
- Governance structure in place, with dedicated accountability for compliance and reporting at the leadership level.

SUPPLIER ENVIRONMENTAL ASSESSMENT

Anand NVH integrates environmental expectations directly into its supplier engagement framework through binding Purchase Order Terms & Conditions and the Supplier Code of Conduct (CoC). All new suppliers are contractually required to comply with these conditions, which cover a wide range of environmental criteria, including:

- Adherence to ISO 14001 environmental standards and occupational health and safety norms.
- Prohibition on the use of hazardous substances such as cadmium, lead, mercury, chromium (VI), and asbestos in supplied materials.
- Compliance with OECD guidelines on responsible sourcing of conflict minerals (3TG – tin, tungsten, tantalum, and gold).
- Ensuring proper packaging practices to minimize damage, reduce waste, and align with sustainability standards.
- Responsible handling, storage, and disposal of hazardous and non-hazardous waste in compliance with statutory requirements.
- Commitment to broader environmental and labor law compliance, including child labor and bonded labor prohibitions.

All new suppliers are required to sign off on the Supplier CoC at the time of onboarding, thereby confirming their acknowledgment of these environmental and social expectations. The policy framework is fully established and operational, with 100% of new suppliers screened on environmental and social criteria during onboarding. While systematic monitoring and verification of supplier practices against these requirements is still under development, Anand NVH intends to progressively enhance this oversight through supplier audits, CAPA processes, and ESG performance reviews in subsequent reporting cycles.

KPI	STATUS OF FY 2024	TARGET FOR FY 25-26
% of suppliers who signed the COC	100%	100%
% of suppliers screened on environmental criteria	100%	100%
% of suppliers certified to ISO 14001	25%	30%
% of compliance to CMRT & EMRT (Resource extraction)	100%	100%
% adherence to Supplier System audit and Process audit	100%	100%
% of procurement team personnel received training on sustainable procurement on Environment issues	100%	100%
% adherence of applicable suppliers for MSDS	100%	100%
% adherence of applicable suppliers for ELV	100%	100%

Anand NVH has embedded strong environmental requirements into its Supplier Terms & Conditions and Code of Conduct, which are contractually binding on all suppliers. These requirements include compliance with ISO 14001 standards, prohibition of hazardous substances (Cd, Pb, Hg, Cr⁶⁺, asbestos), responsible sourcing of 3TG conflict minerals in line with OECD guidelines, and adherence to national labor and environmental laws.

As of FY 2024–25, Anand NVH did not identify or report any significant negative environmental impacts in its supply chain. The Company plans to strengthen oversight in future reporting cycles by introducing supplier performance assessments, periodic audits, and Corrective Action/Preventive Action (CAPA) mechanisms.



KEY HIGHLIGHTS FY 2024–25

- Supplier CoC and SOPs embedded as part of supplier onboarding process.
- Environmental criteria include waste management, pollution prevention, and circularity requirements.
- No significant supplier-related environmental non-compliances reported.
- Corrective action and training mechanisms in place for potential risks.
- Oversight embedded within procurement and ESG governance framework (see Governance section).



Dust proof curtains for material safety



Fume Extractor in Moulding area

Social

Where People Build the Future





STRENGTH BEHIND THE DRIVE

People are at the centre of Anand NVH Products' sustainability vision. We are committed to creating a workplace that is safe, inclusive, and empowering for all employees, while also extending our responsibility to the communities around us.

Our approach is built on respect for human rights, fair labour practices, and equal opportunities for every individual.

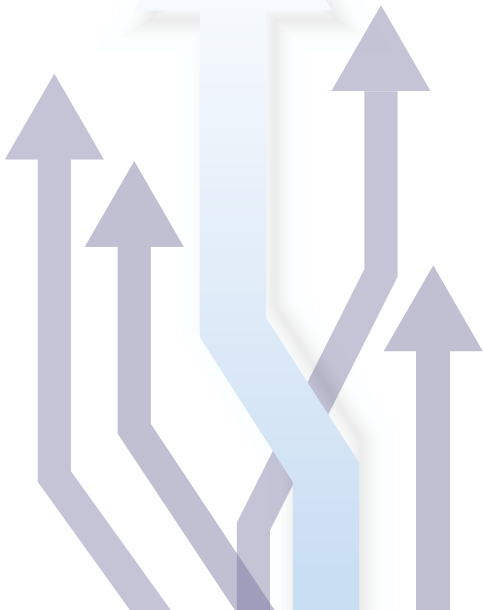
This year, we advanced workplace safety programs, invested in employee training, and strengthened initiatives to promote diversity and inclusion. Beyond our organization, we supported the community through CSR projects in education, healthcare, and social welfare, generating meaningful impact.

We acknowledge that evolving workforce needs, social equity, and skills development remain ongoing challenges. Our focus for the future is clear: deepen our commitment to employee well-being, expand opportunities for women and underrepresented groups, and forge long-term community partnerships.

This section reflects our progress in line with global standards such as GRI, BRSR, and the UN SDGs, underscoring our commitment to building lasting social value for employees, partners, communities, and future generations.

Thanks for Reading

Narendra Yadav
Head-HR



At ANP, our journey is woven with care for our people, our partners, and the communities we serve. As a company dedicated to ethics and global standards, we firmly believe that sustainability begins with people.

This commitment is brought to life by a workforce that is valued, respected, and empowered. We foster an inclusive and equitable environment that celebrates talent, encourages skill-building, and supports upward mobility.

We are committed to maintaining a workplace where fairness is foundational, well-being is prioritized, and every voice matters. Our social commitments including ongoing upskilling programs, safe working conditions, and ethical sourcing practices—are not just promises; they are performance indicators. By aligning with international frameworks like ISO 45001:2018, ANP actively manages its social footprint while deepening positive engagement across our value chain. Because when people thrive, businesses grow and communities flourish.

EMPLOYMENT & DECENT WORK

The organization maintains a transparent and structured approach to employment across permanent, temporary, and contractual categories. The company ensures that every worker has clarity on wages, working hours, entitlements, and workplace rights. Employment conditions are designed to go beyond statutory compliance, embedding fairness, dignity, and security as guiding principles.

Employee management trust is strengthened through structured dialogue forums, where representatives regularly engage with leadership. These forums provide employees with the confidence that their voices are heard and that decisions affecting them are taken in a participatory and non-retaliatory environment.

Every appointment letter and contract outlines wages, working hours, entitlements, and termination conditions, ensuring compliance with statutory requirements and adherence to international labour standards.

Beyond compliance, a strong focus is placed on employee welfare and integration. All new hires undergo a structured induction program which introduces workplace safety protocols, employee rights, anti-harassment standards, and corporate culture. Induction not only accelerates new joiner's ability to adapt but also reduces early attrition, creating stronger alignment between individual employees and the company's long-term values.

INDUCTION AS A CULTURAL ANCHOR

In FY 2024-25, all new employees completed a comprehensive induction process that combined Interaction with all Functional heads, shop floor practices, site safety demonstrations, and orientation on workplace policies. Our Internal records confirmed 100% participation, and survey feedback highlighted higher role readiness. This structured start ensured that every new employee began their journey with a clear understanding of workplace standards and ethical practices.

FAIR BENEFITS, LEAVE, AND EMPLOYEE WELFARE

Employees are supported by a layered system of welfare measures that extend beyond statutory entitlements such as provident fund, employee state insurance, and labour welfare fund and gratuity.

- **A group Medclaim policy** provided health insurance coverage for 100% employees in FY 2024–25. Coverage included maternity, psychiatric care, and modern treatment provisions, offering financial security to employees and their families.
- **Workmen’s Compensation coverage** was extended to 100% NAPS apprentices and workers (Who are not covered under ESI), safeguarding them against workplace accidents and wage liability exposures.
- **Maternity leave** provisions are extended in line with the Employees' State Insurance (ESI) Act, 1948 ensuring job protection and supporting female employees in balancing work and family responsibilities.

BENEFIT TYPE	FY 2024–25	FY 2025–26
Employees Covered by Medclaim	100% Coverage	Maintaining 100% Coverage
NAPS Apprentices with Compensation Coverage	100% coverage	Maintain 100% coverage
Maternity Leave Beneficiaries	No case reported during this period	Ensure 100% return-to-work





BEYOND BUSINESS:
23 YEARS OF TRUST AND
SUPPORT

I have been employed with ANAND NVH for the past 23 years as Manager Store in the Store and Incoming Receipt department. The company consistently takes excellent care of its employees through medical health check-ups, group medical claim policies, and various welfare programs. Over these years, I have faced several challenging situations in my personal life, including medical emergencies and other household needs. During every difficult time, the company has stood by me with kind and timely support. In 2024, when my elder daughter's marriage was approaching, I felt overwhelmed and uncertain about managing the arrangements. I am sincerely grateful to the company for once again stepping in with their generous support, helping me through this important milestone.

KRISHAN
Receipt Store

WORKFORCE COMPOSITION & DIVERSITY

Workforce composition is closely monitored by category and gender distribution. In FY 2024-25, the total workforce was 676, of which 650 were male and 26 were female.

WORKFORCE CATEGORY	FY 2024-25	FY 2025-26
Total Workforce	676	700+
Male Employees	650	Maintain balance
Female Employees	26	≥ 40
Total Managers	81	≥ 85
Female Managers	2	≥ 2
Differently abled employees	0	≥ 1

NEW HIRES & TURNOVER

Hiring and turnover data is tracked annually to align with business growth and workforce stability. Exit interviews are conducted to capture reasons for attrition and to design interventions that address recurring concerns.

INDICATOR	FY 2024-25	FY 2025-26
New Hire Rate (%)	14.4%	Maintain diversity
Employee Turnover Rate (%)	1.66%	Reduce by 0.05 % YoY

MATERNAL LEAVE OUTCOMES

Maternity leave provisions are structured to safeguard work–life balance, with full job protection during and after the leave period. Policies are designed to support smooth reintegration into the workplace, while return-to-work rates and 12-month post-return retention are systematically monitored to ensure effectiveness.

INDICATOR	FY 2024–25	FY 2025–26
Eligible Employees	No Requirement during this year	100%
Employees Availing Maternal Leave	0	100%
Return-to-Work Rate (%)	No case during the year	≥ 90 to 95%
12-Month Retention Post-Return (%)	No case during the year	≥ 90%

WORKING HOURS & OVERTIME COMPLIANCE

Working hours are fully compliant with the Factories Act,1948 with overtime permitted only through formal supervisor approval. All payroll and time records are systematically maintained to ensure adherence to statutory requirements.

FREEDOM OF ASSOCIATION & SOCIAL DIALOGUE

Currently there is no union however the right to freedom of association and collective bargaining is recognized. Structured forums in the form of internal committees and strategic discussions are available for employee representatives to engage with management, and explicit safeguards are in place to prevent retaliation against employees exercising their rights.



GRIEVANCE MECHANISM

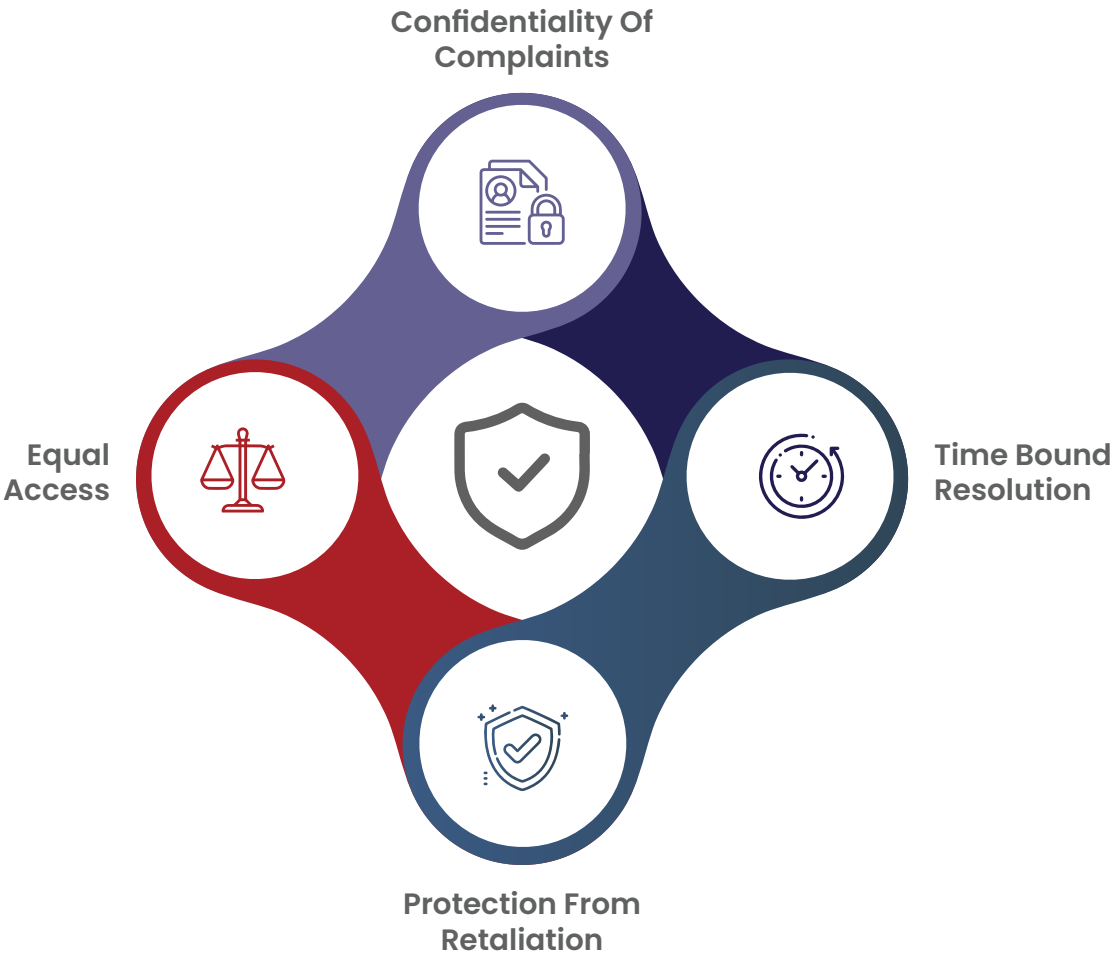
The organization has established a structured grievance redressal mechanism to ensure that all employees including permanent, contractual, and apprentices have access to a fair and transparent system for addressing workplace concerns.

Employees may raise complaints through multiple channels, including direct supervisors, the HR department, or confidential reporting lines. All grievances are logged and tracked through an escalation process until closure, with oversight from senior management to ensure impartial handling.

The system guarantees:

- Confidentiality of complaints.
- Protection from retaliation.
- Equal access across all employment categories.
- Time-bound resolution supported by escalation protocols.

This approach strengthens employee trust and reinforces the company’s commitment to fairness and accountability.



PERFORMANCE METRICS

INDICATOR	FY 2024-25	FY 2025-26
Grievances Filed	0	0
Grievances Resolved (%)	Not Applicable	100%
Average Resolution Time (days)	No case during the year	↓ by 10% YoY (Max 3 Weeks)

TRAINING, EDUCATION & SKILLS DEVELOPMENT

At our core, we believe that learning is a continuous journey, not a one-time event. Our training and development framework are designed to empower employees, ensuring they are technically proficient, safety-conscious, and aligned with our strategic goals. By investing in our people, we build a future-ready workforce equipped to meet both present and future challenges. This commitment to skills development not only enhances individual careers but also drives our collective business excellence.

A STRUCTURED APPROACH TO TRAINING

Our robust training ecosystem is anchored in a comprehensive Annual Training Calendar, which defines and schedules all major programs across departments. This structured approach ensures coverage of functional, technical, compliance, and leadership development needs in a systematic and transparent manner.



KEY ELEMENTS OF THE FRAMEWORK INCLUDE:

- Onboarding & Induction:** Every new employee undergoes a mandatory induction program, which introduces Anand NVH Values through Code of Conduct, workplace policies, employee rights, and safety protocols. Records confirm 100% coverage for all new hires in FY 2024–25, ensuring a consistent cultural and operational alignment from day one.
- Technical & Functional Training:** Programs are tailored to enhance efficiency and quality across operational areas. Functional heads oversee execution, with employee competencies tracked through Skill Matrix to ensure progressive upskilling and performance alignment. There are various options available for Online trainings through various Customer Portals, Online training Courses, Anand NVH Document Library as well as offline trainings as per the Project Requirements.
- Compliance & Safety:** Regular training sessions ensure that all employees are consistently updated on workplace safety, ethical conduct, anti-harassment standards, and environmental obligations.



OPERATOR TRAINING & SKILL MATRIX

Training for associates (operators) is coordinated by respective functional heads, with all records maintained at the departmental level. To ensure capability and compliance, a Skill Matrix framework is maintained for operators in Metal Preparation, Mixing, Moulding, Cell (Assembly), QA and Maintenance etc.

Operators are evaluated across three competency levels (L1, L2, L3), with L3 mandated as the minimum qualification for independently operating machinery in Moulding. This structured approach provides a transparent system to:

- Evaluate competencies systematically
- Identify training gaps
- Design targeted upskilling interventions

Regular updates to the Skill Matrix ensure that operator development remains aligned with operational excellence, safety protocols, and career progression pathways.

This framework strengthens both technical competence and safe equipment handling, while also enabling operators to advance within defined skill and leadership pathways.

STRUCTURED TRAINING DELIVERY

In FY 2024–25, training activities were guided by the Annual Training Calendar, which mapped technical, compliance, and awareness modules for all functions. This ensured consistent delivery across departments and created visibility for employee learning pathways. For example, technical training in moulding, mixing, metal preparation and maintenance, QA and purchase was reinforced with documented Standard Operating Procedures and visual aids, ensuring consistency in performance and safety standards.



TRAINING AS A CATALYST FOR CAREER TRANSFORMATION

I, Veer Singh, joined the company in 2002 as a Housekeeping Supervisor on a contractor basis. Through consistent training and development, I was promoted in 2004 to the role of Executive Time Office within the company. With the valuable support of my team and the opportunities provided to learn and grow, I advanced to Assistant Manager – Human Resources and GA. My professional journey reached a significant milestone in 2021 when the management appreciated my efforts and promoted me to Deputy Manager – HR & GA. I sincerely acknowledge and appreciate the excellent work environment and the strong emphasis on learning and individual growth. Indeed, there are no limits for employees who have the passion and dedication to develop professionally.

VEER SINGH SHEKHAWAT
Human Resource

MEASURING OUR PROGRESS

We actively track key performance metrics to ensure equitable access to training and measure the effectiveness of our programs. The average training hours per person per month for the year 2024 found to be 4.4 hours totalling to 52.7 training hours annually for an individual staff.

Our goal is to achieve an average of at least 60 training hours per employee annually, reflecting our dedication to continuous professional growth.

PERFORMANCE METRICS & TARGETS

INDICATOR	FY 2024–25	FY 2025–26
Average Training Hours per Employee	4.4	≥ 20 hours annually
Employees Covered under Induction (%)	100%	Maintain 100%
Functional/Technical Training Sessions	As per Annual Training Calendar	As per Annual Training Calendar based on TNI*
Compliance/Policy Training Coverage (%)	100%	100%
Associate Training participation	100%	Full rollout FY 2025–26

*TNI- Training Need Identification

GENDER BALANCE IN TRAINING

INDICATOR	FY 2024–25	FY 2025–26
Avg. Training Hours (Male)	4.4	≥ 20
Avg. Training Hours (Female)	6	≥ 20

Beginning in 2025–26, ANP will initiate a new program to monitor training attendance based on gender.

VOICE OF THE EMPLOYEE

Training programs have a tangible impact on our employees. The employee satisfaction survey provides a high average rating of 5.67 out of 6 for "Training on Safety & Health". This feedback is crucial for us to continuously evolve our training framework to meet both employees needs and operational requirements.

ESG & GOVERNANCE TRAININGS

S. NO.	ESG TRAINING TOPIC	FREQUENCY
1	Human Rights	Bi-annually
2	Business Ethics	Bi-annually
3	Code of Conduct	Bi-annually
4	Grievance Handling System	Annually
5	Labor Practices & Human Rights Policy	Annually
6	Introduction to Due Diligence	Annually
7	Introduction to Sustainability	Annually
8	Sustainability Management Systems	Annually



FROM TRAINEE TO TEAM LEADER

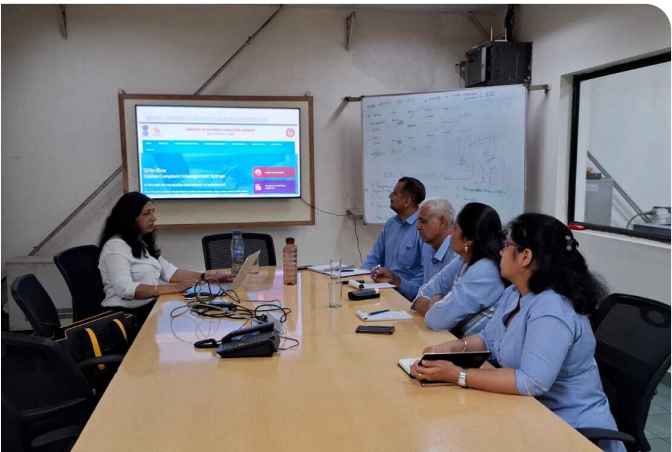
In 2018, I joined ANP as a Diploma Engineering Training (DET) in the Production department and was later promoted to Engineer under the company's DET policy. The company's structured training program motivated me to enhance productivity while maintaining quality, as I led two team leaders and three DETs. The training undoubtedly gave me the confidence to contribute actively to productivity, quality, and a safe working environment. I am truly grateful for the meaningful professional and personal growth I have experienced at ANAND NVH, and I sincerely wish continued success for the company.

SOHAN SINGH
Moulding



EHS TRAININGS CONDUCTED

S. NO.	EHS TRAINING TOPIC	FREQUENCY
1	Safety Awareness	Quarterly
2	OHSAS 45001 Awareness	Quarterly
3	Mock Drill	Annually
4	Waste Management	Annually
5	EMS: 14001 Awareness	Thrice a year
6	EMS Legal Requirement	Annually
7	Environmental Policy	Annually
8	Environmental Legislation	Annually
9	Hazards Identification & Risk Analysis (HIRA)	Annually
10	Emergency Preparedness	Annually
11	Chemical Handling	Annually
12	Extract of Health & Safety	Annually
13	Outside / Visitor Safety Training	Quarterly
14	Preventive Maintenance (Safety focus)	Annually
15	Energy Saving	Annually
16	ACMA ZQD (Zero Defect, Zero Accident initiative)	Annually



SOME INSTANCES OF TECHNICAL / FUNCTIONAL TRAININGS

S. NO.	TRAINING NAME	FREQUENCY
1	FMEA	Bi-annually
2	APQP	Bi-annually
3	7 QC Tools	Bi-annually
4	Kaizen	Bi-annually
5	5S	Annually
6	Flow Manufacturing	Bi-annually
7	MSA	Bi-annually
8	PPAP	Bi-annually
9	SPC	Bi-annually
10	IATF-16949 Awareness	Bi-annually
11	Problem Solving Techniques	Annually
12	Project Management	Bi-annually
13	Cost Planning & Scheduling	Annually
14	BIQS	Bi-annually
15	ERP	Annually
16	VDA 6.3	Bi-annually
17	Tooling Maintenance & Management	Annually
18	Tooling Materials / Drawings / Spares / External Sources	Annually
19	Basic Manufacturing Processes	Annually
20	Advance PLC & HMI Control System	Annually



LOOKING AHEAD

Our forward-looking commitments in training and education include:

- **Integration of Associate Training:** By FY 2025–26, operator training will be fully embedded into the training matrix, ensuring seamless inclusion of shop-floor learning into organizational capability development.
- **Training Hours Commitment:** Maintain an average of ≥60 training hours per employee annually across all categories, from operators to senior managers.
- **Multi-skill Development:** Expand cross-functional training to strengthen workforce versatility and operational agility.
- **Sustainability Modules:** Plan to Introduce future-oriented training on low cost –automation, digital transformation for implementing Paperless factory concept and sustainability drive for monitoring GHG emissions through SaaS based platform in FY 25–26.
- **Employees have access to Global Sustainability Platforms** (e.g. Eco Vadis Academy and various Customer driven trainings through Supplier Portals), ensuring their skills remain benchmarked to international standards.
- **Employee-Centric Access:** Relevant employees – Customer representatives receive direct training through Customers and through OEM Supplier portals, Anand NVH document library, Operational Excellence through ACMA –ZDQ drive reinforcing global best practices in Quality, Safety and Sustainability.



EMPLOYEE ENGAGEMENT & WORKPLACE CULTURE

The workplace culture is built on active employee engagement and inclusivity, balancing professional development with community and cultural integration. Engagement activities are embedded in the annual calendar to foster team spirit, cultural inclusivity, and recognition of individual contributions.

Key Principles:



ENGAGEMENT ACTIVITIES

- Sports & Games:** Volleyball and cricket tournaments were organized in FY 2024–25, strengthening cross-departmental collaboration and employee well-being.
- Cultural Celebrations:** such as Vishwakarma Pooja, Diwali, and Chhabeel (held in remembrance of the martyrdom of Guru Arjan Dev Ji) were observed across the workplace, fostering inclusivity, unity, and respect for diverse cultural traditions.
- Well-being Celebrations:** Monthly birthday celebrations–built morale and enhanced a sense of belonging.



PERFORMANCE METRICS

ENGAGEMENT ACTIVITY	FY 2024-25	FY 2025-26
Sports/Team Activities Held	2	≥ 2 annually
Cultural Celebrations	3	Maintain ≥ 3
Recognition Programs	1	Annually
Employee Participation (%)	20%	≥ 30%

SPORTS AS A DRIVER OF TEAM COHESION AND WELL-BEING

In FY 2024-25, a volleyball tournament was organized with participation from cross-departmental teams. The initiative fostered collaboration across functions, strengthened interpersonal trust, and enhanced morale by breaking down hierarchical barriers. Beyond engagement, the tournament also contributed to improved employee wellness and was associated with reduced absenteeism in the quarter that followed.



OCCUPATIONAL HEALTH, SAFETY & WELL-BEING

Our Proactive EHS Framework, Working Conditions & Well-being Initiatives.

At Anand NVH, our operational ethos dictates that excellence in manufacturing is inseparable from the health, safety, and engagement of our workforce. As a Tier-1 supplier with advanced manufacturing and R&D facilities, we manage a complex operational footprint. Our approach to working conditions is therefore systematic, proactive, and grounded in internationally recognized standards, including the principles of the Global Reporting Initiative (GRI) and EcoVadis.

We proactively identify, mitigate, and manage all risks to ensure a safe, supportive, and equitable workplace. Health and safety are positioned as non-negotiable pillars of operational excellence. In addition to statutory inspections, the company undergoes independent external safety audits conducted by ACMA, providing third-party validation of its practices. A proactive EHS management framework has been established, reinforced by certifications under ISO 14001:2015 and ISO 45001:2018. This integrated

- Hazard Identification & Risk Analysis (HIRA)- Covering moulding, mixing, and metal preparation operations.
- Statutory Compliance- Including Fire NOC valid through 2026.
- Certifications- Adherence to ISO 45001 standards ensures alignment with OSHA.
- Employee Health Programs- Regular medical examinations, periodic health tests, and awareness campaigns link safety with preventive well-being.
- Detailed work instructions (Does and Don'ts, Use of PPEs and Safety work Instructions are displayed across shop floors for moulding, mixing, metal preparation and Assembly area (Cell) Tool Room, Chemical and Rubber Store reinforcing process safety.
- All employees are provided with mandatory PPE, with regular checks on compliance.
- First aid boxes are strategically placed in every manufacturing section as well as in common areas including the Security Room, ensuring immediate access to medical supplies and rapid response capability in the event of workplace incidents.
- We mitigate the risk of musculoskeletal disorders through a proactive ergonomics program with provisions for adjustable chairs, monitor arms, and standing desks for the staff.

The goal is clear:

Zero accidents, zero fatalities,
and continuous improvement
in employee well-being.



WORKPLACE ENVIRONMENTAL MONITORING

We engineer our facilities to be safe and comfortable. We systematically monitor key environmental parameters to ensure they remain within stringent regulatory and internal limits.

- **Noise Levels:** Given our core business in NVH, we apply expert acoustic management within our facilities. Ambient noise levels in all production zones are measured periodically to keep them well within the stipulated limits. For areas where machine-specific noise is unavoidable, comprehensive hearing conservation protocols are mandated.
- **Lux Levels & Illumination:** Proper lighting is critical for quality control and ergonomic safety. All workstations are measured against the IS 3646 standard for industrial lighting.
- **Ventilation & Air Quality:** We ensure optimal thermal comfort and air quality through managed HVAC systems. Particulate matter (PM2.5) and Volatile Organic Compound (VOC) levels are monitored, particularly near molding and adhesive application processes, ensuring levels remain significantly below permissible exposure limits.



Lightening Arrester



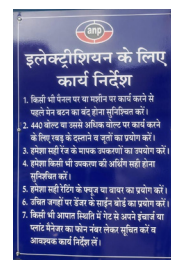
Electric fume extractor



Fire safety

PROGRAMS & PRACTICES

- **Periodic Medical Tests:** In Dec 2024, all employees underwent medical check-ups covering key occupational health indicators.
- **Safety SOPs:** Visual Do's & Don'ts displayed across high-risk operations eg. Mixing, Moulding, Metal Preparation, Chemical Store etc act as continuous training aids, embedding safe practices into daily routines.
- **Fire & Emergency Preparedness:** Fire NOC compliance, Emergency Preparedness SOP/ Safety -WI supported with regular mock drills ensure readiness.
- **Risk Assessment Culture:** HIRA reviews are conducted for shop-floor processes, identifying potential risks and establishing mitigation protocols.



KEY EMPLOYEE WELL-BEING AND SAFETY INITIATIVES

At Anand NVH Products, we are dedicated to fostering a workplace where the health, safety, and well-being of every employee are our highest priorities. Our approach is proactive, leveraging both strategic investments and continuous improvement methodologies to create a safe and empowering environment.

ADVANCED WORKPLACE SAFETY

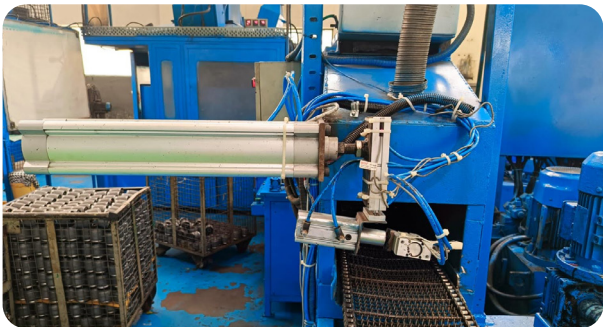
Our commitment to safety is a core part of our operational excellence. We have implemented several key initiatives to ensure a secure working environment:



Improved Maintenance Safety: We relocated a critical crane control panel from an unsafe rooftop location to a safer, more accessible spot. This change directly minimized the risk of accidents, fire, and fatigue for maintenance personnel, ensuring a safer process for essential repairs. Our facility is also equipped with a robust safety infrastructure, including adequate fire extinguishers and fire hydrant Lines and we regularly conduct mock drills to ensure preparedness for any emergency.



Preventive Health Culture: We have established a strong preventive health culture through regular, periodic medical examinations for all employees. A comprehensive medical check-up was conducted for our entire workforce in December 2024 to ensure the early detection and intervention of any potential occupational health risks.

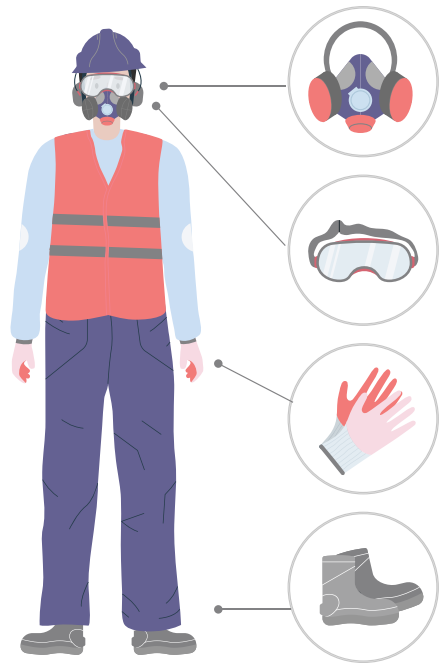


Robotic Integration for Enhanced Safety: We have strategically installed new in-house robotic systems to improve both safety and efficiency. This automation has eliminated the need for employees to perform high-risk, manual tasks. As a result, two employees per shift were successfully reallocated to safer roles, enhancing overall human safety.

CONTINUOUS IMPROVEMENT AND TANGIBLE IMPACT

In line with our comprehensive Health & Safety Policy, we have made significant progress by implementing the following improvements, reinforced by our commitment to Kaizen and ACMA-ZDQ principles:

- Lighting Improvements (Lux Level):** We transitioned from non-standard lighting requirements to a comprehensive system based on the IS standard. This initiative, which includes a new monitoring sheet, has enhanced lighting across all areas, reducing the risk of accidents and contributing to a safer work environment. We maximized the use of natural light in the shop floor, DG room, and other storage areas.
- Personal Protective Equipment (PPE) Implementation:** To ensure consistent adherence to safety protocols, we installed area-specific PPE display boards on the shop floor. We also integrated PPE checking points into our Layered Process Audit check sheet, which has directly improved human safety throughout the organization.



- Elimination of Unsafe Conditions:** We successfully cleared main and machine-adjacent gangways that were previously cluttered with materials. By creating dedicated WIP (Work-in-Progress) storage locations, we have ensured clear and accessible pathways, which is critical for providing a safe and easy exit in case of an emergency. Regular internal safety audits are conducted as per the plan.

ROBUST HEALTH INFRASTRUCTURE

Employee health and well-being are safeguarded through a combination of preventive measures, medical partnerships, and financial support systems.

- Hospital Partnership for Emergency Care:** ANP has entered into a formal agreement with a local multi-specialty hospital, ensuring employees have priority access to quality healthcare services during medical needs or emergencies. This partnership guarantees timely treatment without administrative delays.
- Digital Healthcare & Medical Credit Facility:** Employees also benefit from a digital health benefits service that simplifies medical transactions and provides financial security.

PERFORMANCE METRICS

INDICATOR	FY 2024-25	FY 2025-26
Employees Covered in Periodic Medical Tests	561	Critical operations
Health Awareness / OHS Training Sessions	3	≥ 4 annually
Fire NOC Validity	Valid 2023-26	Maintain validity
Workplace Incidents	0	Zero target

PREVENTIVE HEALTH CULTURE

In December 2024, the workforce deployed on critical operations underwent periodic medical examinations. This proactive health program not only ensured regulatory compliance but also acted as an early detection tool for occupational health risks. By linking medical screening with awareness sessions, employees reported higher confidence in workplace health safety.



ANGER MANAGEMENT FOR EMOTIONAL WELL-BEING

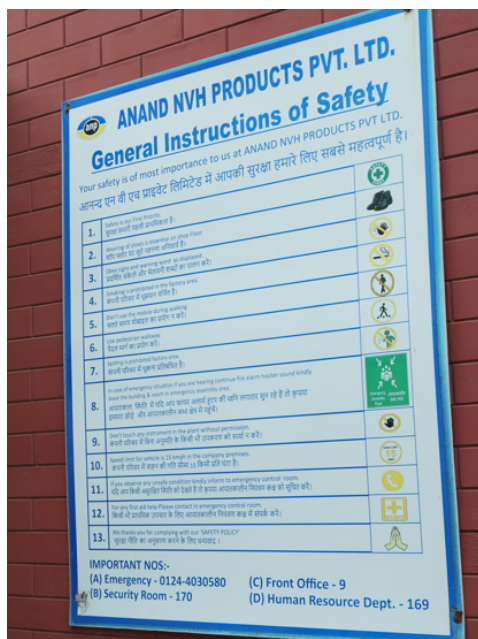
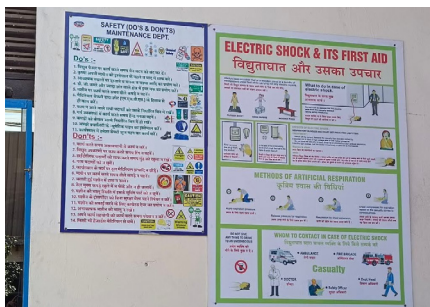
In March 2025, ANP organized an Anger Management Programme at the Om Shanti Retreat Centre, Gurugram, as part of its holistic approach to employee well-being. The program emphasized emotional balance, self-regulation, and mindfulness techniques to help employees handle stress and workplace challenges constructively.

It was facilitated by trained professionals. The interactive modules encouraged participants to reflect on personal triggers, practice calm communication, and build resilience in demanding situations. Feedback from employees underscored the program's impact in fostering healthier workplace relationships, reduced stress, and a culture of mutual respect. This initiative demonstrates ANP's commitment to going beyond physical wellness and ensuring that employees are supported in their mental and emotional well-being as an integral part of engagement and culture-building.



EMBEDDING SAFETY THROUGH VISUAL SOPs

At high-risk stations such as moulding and metal preparation, posters depicting safety Do's and Don'ts were deployed. These visual aid reminders served as 24x7 training tools, ensuring that even contract workers and apprentices internalize safe practices. Feedback from safety audits confirmed improved compliance and reduced unsafe conditions.



DIVERSITY, EQUITY & INCLUSION

The company is committed to fostering a workplace free from discrimination and harassment, where opportunities are accessible to all employees irrespective of gender, age, or background. Policies on Non-Discrimination, Harassment Prevention, and Human Rights ensure that all individuals are treated fairly, protected from bias, and provided with equal access to career opportunities.

Leadership recognizes that diversity strengthens decision-making, innovation, and organizational resilience. Cultural celebrations also serve as symbolic reinforcements of inclusivity, ensuring that different employee groups feel represented and valued.

The company is steadily working towards building a more balanced and inclusive workforce, with a particular emphasis on increasing female representation in managerial roles. Targets for FY 2025–26 reflect this commitment to gender diversity and equal opportunity.

WORKFORCE COMPOSITION TARGETS

WORKFORCE CATEGORY	FY 2025–26
Total Workforce	700+
Male Employees	Maintain balance
Female Employees	≥ 50
Total Managers	≥ 85
Female Managers	≥ 2
Employees with Disabilities	≥ 1 inclusion target

These targets are supported by deliberate recruitment, career development, and succession planning initiatives aimed at ensuring that women and underrepresented groups are not only included but also progress into leadership positions.



EXPANDING GENDER DIVERSITY

FY 2024–25 marked progress in gender inclusion, with 26 women employed across different functions and 2 females serving in managerial roles. This reflects a deliberate strategy to improve representation in a traditionally male-dominated industry and measurable progress in expanding gender diversity, particularly in leadership. While female representation remains modest, the inclusion of women in managerial positions sets a foundation for stronger gender balance in the future.



FROM OPPORTUNITY TO IMPACT: CRAFTING A SUSTAINABLE TOMORROW

When I joined Anand NVH Products Pvt. Limited in FY 2024–25, I came with experience in Quality Assurance and Business Excellence, but little did I know that this organization would completely transform my career journey. Within just ten months, I was entrusted with a leadership role in sustainability — a space where few women had ventured before at our company. This was not just a professional milestone for me, but a reflection of ANP's belief in empowering women in managerial roles and promoting diversity at the leadership level.

The opportunities I received were nothing short of extraordinary. I was given direct access to globally recognized sustainability assessment platforms such as EcoVadis and SAQ 5.0, along with exposure to various OEM portals. This experience fast-tracked my understanding of international ESG standards and gave me the confidence to lead conversations on sustainability with global stakeholders.

Today, I am proud to lead the Sustainability Initiatives in Anand NVH, guiding EcoVadis assessments and driving the implementation of robust ESG systems that will define our future. This journey has been about more than career growth — it has been about breaking barriers, shaping systems, and proving that when women are trusted with responsibility, they deliver with impact.

I am deeply grateful to Anand NVH for fostering a culture that values continuous learning, bold leadership, and inclusivity. This trust has allowed me to step into a space where I can contribute meaningfully, not just to the company's ESG objectives, but also to the larger vision of a sustainable and equitable future.

ANJU TYAGI
Sustainability

COMMUNITY & SOCIAL CONTRIBUTION

Community engagement is guided by a structured CSR framework that emphasizes compliance, transparency, and local impact. The CSR Manual outlines processes for project selection, fund allocation, monitoring, and reporting. Through this framework, the company ensures that all CSR investments directly support social well-being and cultural heritage.

CSR PROGRAMS & INITIATIVES (FY 2024-25)

- **CSR Funding & Allocation:** Funds deposited as per statutory requirements in FY 2024-25.
- **Cultural & Religious Support:** Contributions made to a local Gurudwara, strengthening cultural heritage and community inclusivity.
- **Employee-Linked Social Contribution:** Employees participate in community celebrations (e.g., Chhabeel) reinforcing connection with local society.

PERFORMANCE METRICS

INDICATOR	FY 2023-24	FY 2024-25	FY 2025-26
CSR Spend (₹)	22,77,696	25,50,000	100% compliance with CSR obligation

SUPPORTING GURUDWARA COMMUNITY WELFARE

In FY 2024-25, the company supported a local Gurudwara as part of its CSR commitments. This initiative reinforced cultural values, promoted inclusivity, and provided direct benefits to the local community.

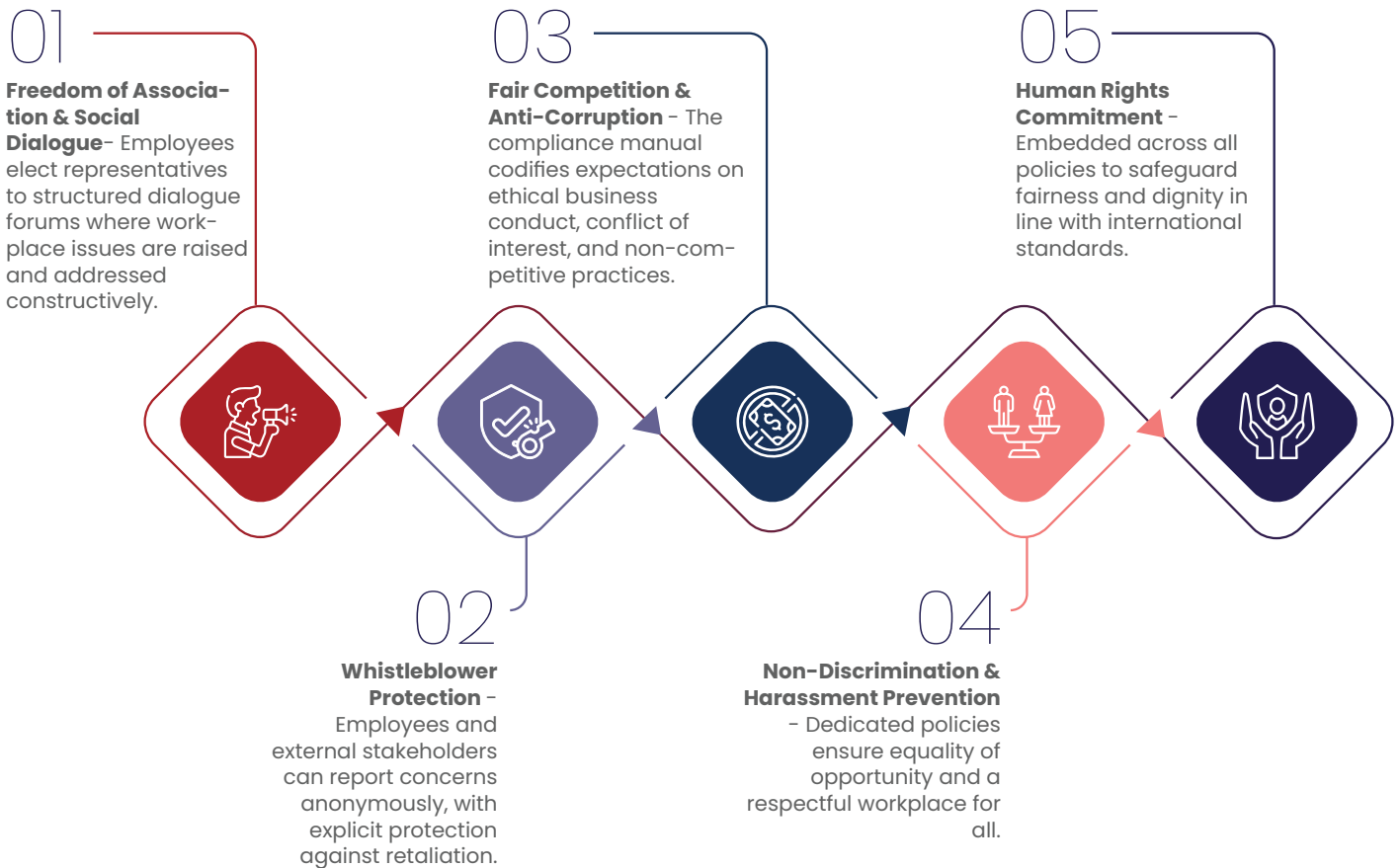
IMPACT

The contribution enhanced the ability of the Gurudwara to continue offering communal services such as meals and a gathering space for residents, especially those from vulnerable groups. This strengthened the community's social fabric while ensuring that cultural traditions remain vibrant and accessible.



EMPLOYEE VOICE, WHISTLEBLOWING & COMPLIANCE

The organization recognizes that employee voice and ethical conduct are essential to building a fair and transparent workplace. Policies are in place to safeguard freedom of association, protect whistleblowers, and enforce non-discrimination, ensuring that every individual can contribute without fear of bias or retaliation.



GOVERNANCE PRACTICES

- **Oversight:** A compliance committee periodically reviews cases raised under whistle-blower and ethics channels.
- **Documentation:** All grievances, whistleblower reports, and corrective actions are recorded, ensuring traceability and accountability.
- **Awareness:** During induction training, employees are sensitized to grievance rights, anti-harassment provisions, and whistle-blower channels.
- **Non-Retaliation Guarantee:** All policies explicitly prohibit retaliation, with disciplinary measures against violators.

PERFORMANCE METRICS

INDICATOR	FY 2023-24	FY 2024-25	FY 2025-26
% Workforce Covered by Social Dialogue	100	100	Maintain 100%
Whistle-blower Cases Reported	0	0	0
% Whistleblower Cases Resolved	Not Applicable	Not Applicable	100%
Anti-Harassment Complaints Filed	0	0	0

EMBEDDING ETHICAL CULTURE

In FY 2024-25, induction training was used to integrate awareness of non-discrimination, harassment prevention, grievance rights, and whistleblower protection into workplace culture. Feedback indicated that new employees gained a clear understanding of their rights and obligations within the first month of employment, creating a foundation for trust and ethical conduct.

CHILD LABOUR & FORCED LABOUR

As per Indian factory 1948 the organization has a zero-tolerance policy towards child labour, forced labour, or any form of bonded work. Policies clearly define that:

- No employee under 18 may be engaged in any form of work, directly or indirectly.
- Forced or bonded labour is prohibited across operations and the supply chain.
- Every new hire undergoes age and identity verification as part of recruitment checks.
- Supplier contracts include explicit clauses requiring compliance with child labour and forced labour laws.

These measures ensure full alignment with international labour standards (ILO conventions) and Indian statutory requirements.

PERFORMANCE METRICS

INDICATOR	FY 2023-24	FY 2024-25	FY 2025-26
No of Under-18 Workers Employed	0	100	0 (Zero Tolerance)
Child/Forced Labour Grievances Reported	0	0	0
Corrective Actions Closed (%)	Not Applicable	Not Applicable	100%

EMBEDDING SAFEGUARDS IN RECRUITMENT

Recruitment in FY 2024–25 was aligned with strict compliance procedures. Every employee’s documents were verified for age, identity, and eligibility, ensuring no underage employment. HR logs confirm that age verification was 100% enforced across all hiring. This demonstrates not just compliance, but a proactive culture of preventing exploitation.

LIST OF SOCIAL POLICIES

POLICY NAME	COVERAGE / RELEVANCE
Working Condition Policy	Employment contracts, working hours, fair wages, statutory compliance.
Social Dialogue Policy	Selection of employee representatives, structured employee–management dialogue through periodic meetings.
Health & Safety Policy	Workplace safety governance, hazard prevention, OH&S risk identification.
Human Rights Policy	Alignment with ILO core principles, non-discrimination, dignity at work.
Child Labor & Forced Labor Policy	Zero tolerance to child/forced labour, supply chain compliance.
Discrimination & Harassment Policy	Prevention of workplace harassment, discrimination, DE&I safeguard.
Fair Competition Compliance Manual	Compliance with fair trade practices; preventing anti-competitive conduct.
Anti-Corruption Practices	Zero tolerance for corruption, bribery, facilitation payments.
CSR	Community engagement, donations (e.g., Gurudwara contribution, Prime Minister Relief Fund etc), Structured CSR process.



SUPPLIER SOCIAL ASSESSMENT

GRIEVANCE CHANNEL
The Child Labour SOP mandates a secure grievance mechanism to report suspected violations anonymously.

CORRECTIVE ACTION REGISTER
Any grievance or red flag is logged, investigated by HR and Compliance, and resolved with documented actions.

SUPPLIER SCREENING
Procurement includes compliance checks to ensure suppliers are not engaging in child or forced labour.

The supplier approval process is guided by principles of fairness and equal opportunity. Selection criteria prohibit discrimination, ensuring that women-led businesses and other diverse suppliers are not excluded from consideration. This approach reinforces ANP’s commitment to ethical and inclusive procurement.

All new suppliers are required to sign off on the Registration Form at the time of onboarding, thereby confirming their acknowledgment of these social expectations. The policy framework is fully established and operational, with 100% of suppliers screened on social criteria during onboarding. While systematic monitoring and verification of supplier practices against these requirements has been started for Key Approved Suppliers, Anand NVH intends to progressively enhance this oversight through supplier audits, CAPA processes, and ESG performance reviews in subsequent reporting cycles.



KPI	STATUS OF FY 2024	TARGET FOR FY 25-26
% of Suppliers who signed COC	100%	100%
% of suppliers screened on social criteria	100%	100%
% of suppliers that are Led by Female (gender diversity)	20%	27%
% of suppliers certified to ISO 45001	22%	28%
% of suppliers RoHS-compliant	100%	100%
% of suppliers REACH-compliant	100%	100% as per applicability
% of compliance to CMRT & EMRT (treatment of workers)	100%	100%
% of procurement team received training on sustainable procurement on Social issues	100%	100%

Governance

Ethics that Lead. Transparency that Builds.





GOVERNING WITH INTENT: TRANSPARENCY IN ACTION

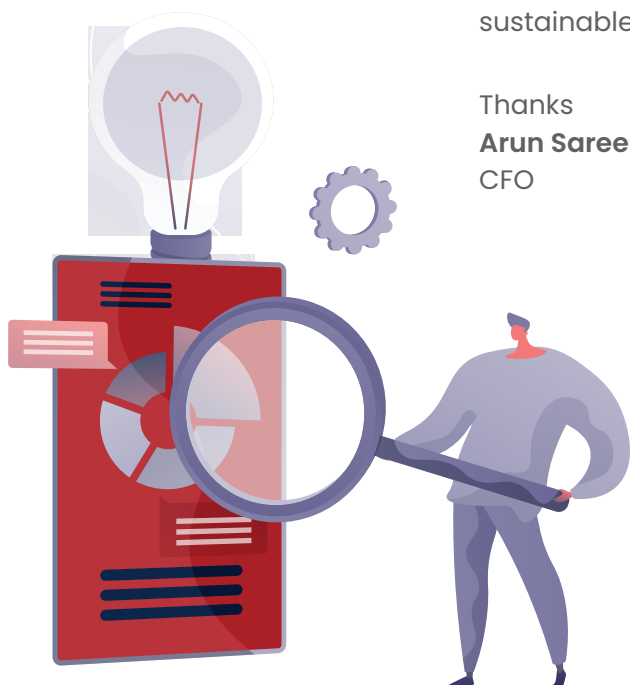
Strong governance is the foundation of responsible and sustainable growth at Anand NVH. Guided by ethical leadership, transparency, and accountability, we ensure that every decision builds trust and long-term value for our stakeholders. Oversight from our Board of Directors and senior leadership team aligns business strategy with sustainability priorities across economic, environmental, and social dimensions.

Our governance framework is anchored in integrity and supported by robust policies on anti-corruption, whistleblowing, workplace dignity, and information security. These safeguards not only ensure compliance but also strengthen risk management and uphold the highest ethical standards.

Over the past year, we have enhanced oversight structures, embedded proactive risk management practices, and deepened stakeholder engagement. At the same time, we recognize governance as a continuous journey — one that requires agility in addressing regulatory changes, cybersecurity challenges, and evolving stakeholder expectations.

This section outlines our governance systems and practices in alignment with international benchmarks and national regulations. By embedding governance at the core of our strategy, we reaffirm our commitment to ethical conduct, responsible growth, and sustainable value creation for all stakeholders.

Thanks
Arun Sareen
CFO



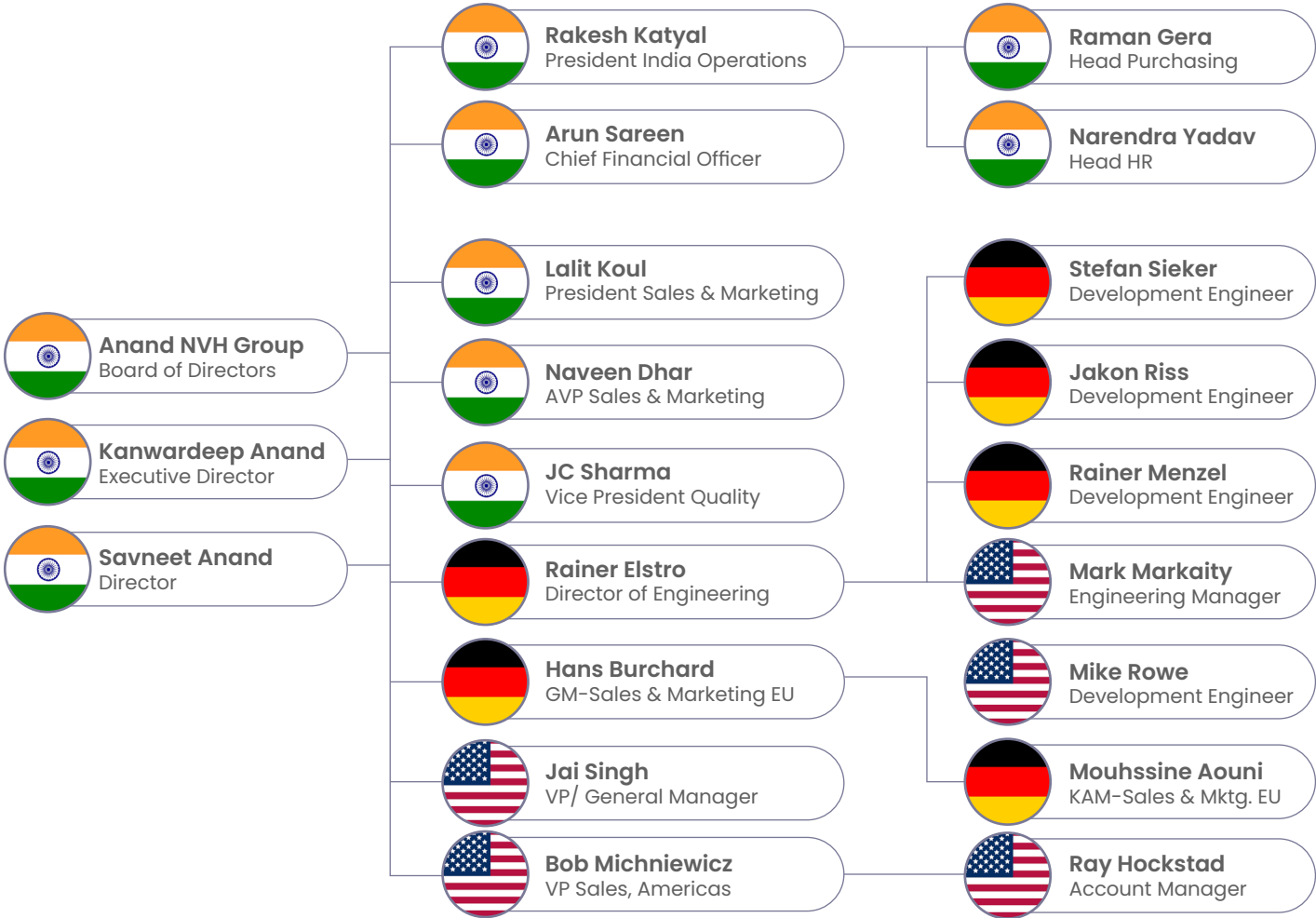
GOVERNANCE STRUCTURE AND COMPOSITION

At Anand NVH Products governance is more than a statutory obligation; it is the cornerstone of long-term sustainability and business resilience. The Company is guided by a governance framework that balances strategic direction, operational oversight, and accountability, ensuring that decision-making is transparent, ethical, and aligned with long-term sustainability goals.

Robust governance frameworks are in place to ensure legal compliance, mitigate risks, and uphold ethical standards across the organization. Transparent and accountable decision-making is anchored in stakeholder interests, cultivating trust, operational integrity, and resilience.

Anand NVH supplements its governance framework with measurable indicators that demonstrate effectiveness and accountability. The Company systematically tracks employee participation in ethics training, compliance with conflict-of-interest declarations, effectiveness of whistleblower mechanisms, and supplier engagement in sustainable procurement. These governance KPIs ensure that both internal ethical practices and external procurement processes are monitored transparently, aligning with stakeholder expectations and EcoVadis evaluation standards.

GLOBAL ORGANIZATION CHART



HIGHEST GOVERNANCE BODY – EXECUTIVE DIRECTOR

The Executive Director serves as the head of the highest governance body, providing overall leadership and accountability for economic, environmental, and social impacts. The Executive Director is responsible for embedding sustainability into strategy, ensuring effective governance across functions, and acting as the link between Board oversight and operational execution.

The Executive Director also ensures that governance KPIs are reviewed annually and reported to the Board. These KPIs include employee ethics training coverage, performance of the whistleblower mechanism, and supplier sustainability assessments. Regular review of these indicators strengthens accountability and aligns the governance framework with EcoVadis evaluation standards.

BOARD OF DIRECTORS – OVERSIGHT AND ADVISORY ROLE

The Board of Directors, comprising the Executive Director and other directors, provides statutory oversight and plays an advisory role in shaping long-term governance and strategy.

While the Executive Director leads the governance body, the other directors participate in critical decisions to ensure regulatory compliance and alignment with stakeholder expectations. In addition to statutory and strategic oversight, the Board actively reviews governance performance related to ethics, sustainable procurement, and broader sustainability issues.

This includes monitoring key indicators such as the proportion of suppliers assessed for ESG compliance, adherence to the supplier system and process audit plan, the rate of corrective actions taken/closed, and the number of confirmed ethics breaches.

On a quarterly basis, the Board evaluates sustainability performance with a focus on ESG risks, climate-related challenges, and stakeholder concerns. As part of these reviews, governance KPIs aligned with EcoVadis requirements are systematically monitored. These include 100% completion of ethics training as per the annual plan, whistleblower mechanism effectiveness, supplier ESG assessments, and closure of corrective action plans.

Where relevant, the Board incorporates inputs from employees, customers, and suppliers, and also engages with industry associations or NGOs to enhance transparency, accountability, and continuous improvement.

This structured approach ensures that governance extends beyond compliance and supports proactive, data-driven management of ethical risks and sustainable supply chain practices, aligned with international standards.



BHUPINDER SINGH



KANWARDEEP SINGH



SAVNEET ANAND

BOARD OF DIRECTORS INCLUDE:

SR. NO.	DIN	NAME	DESIGNATION	CATEGORY	APPOINTMENT DATE	SIGNATORY
1	00025211	Bhupinder Singh	Director	Independent	06-01-1997	Yes
2	00025235	Kanwardeep Singh	Director	Independent	06-01-1997	Yes
3	00208319	Savneet Anand	Director	Independent	01-04-2003	Yes

The Board also reflects gender diversity, with one out of three members being a woman director (Ms. Savneet Anand), thereby representing 33% female participation. This inclusion strengthens balanced decision-making, brings varied perspectives, and demonstrates Anand NVH’s commitment to diversity and inclusivity at the highest governance level.

Together, the Executive Director and the Board ensure that economic resilience, environmental performance, and social responsibility are systematically integrated into decision-making, reinforcing Anand NVH’s commitment to transparent leadership and long-term value creation.

Executive Leadership

The Executive Director is supported by the Senior Leadership Team, which oversees day-to-day operations and ensures that sustainability considerations are integrated into business decisions, resource allocation, and risk management.

GOVERNANCE COMMITTEES

AT ANAND NVH

1. SAFETY COMMITTEE

Meeting Frequency: Monthly

NAME	DEPARTMENT	DESIGNATION	ROLE/REMARKS
Mr. Narendra Singh	HR	AGM	HR-Head (Chairperson)
Mr. Veer Singh	P&A	AM	Member
Mr. Ashwani Sharma	Maintenance	Dy. Manager	Safety In-charge
Mr. Ranjan Kumar Sinha	Mixing	Dy. Manager	Member
Mr. Krishan Kumar	Stores	Sr. Officer	Member
Mr. Sanjay Kumar Mishra	Metal Preparation	Supervisor	Member
Mr. Raj Dev	Moulding	Team Leader	Member
Mr. Negh Pal	Metal Preparation	Team Leader	Member
Mr. Ram Harsh	Moulding	Team Leader	Member
Mr. Moti Lal	Mixing	Team Leader	Member
Mr. Braham Prakash	QA	Team Leader	Member
Mr. Malkhan Singh	Stores	Team Leader	Member
Mr. Sunil Kumar	R&D	Sr. Engineer	Member
Mr. Rajeev Singh	Packing	Team Leader	Member
Mr. Arvind Kumar	Moulding	Team Leader	Member

2. CANTEEN COMMITTEE

Meeting Frequency: Monthly

NAME	DEPARTMENT	DESIGNATION	ROLE/REMARKS
Mr. Narendra Singh	HR	AGM	Head
Mr. Kailash Kumar	Export	AGM	Member
Mr. Pradeep Singh	Production	Dy. Manager	Member
Mr. Raju Raghav	HR & P&A	Sr. Manager	Member
Mr. Veer Singh	HR & P&A	Dy. Manager	Member
Mr. Raj Dev	Moulding	Team Leader	Member
Mr. Braham Prakash	QA	Team Leader	Member
Mr. Moti Lal	Mixing	Team Leader	Member
Mr. Brijesh Tyagi	Maintenance	Team Leader	Member
Mr. Rajeev Singh	Packing	Team Leader	Member
Mr. Dharamvir	Tool Room	Die Maker	Member

3. POSH (PREVENTION OF SEXUAL HARASSMENT) INTERNAL COMMITTEE

Review Frequency: As required by law / upon receipt of complaints

NAME	ROLE
Ms. Rajni Singh	Presiding Officer
Adv. Manju Hatgaonkar	External Member
Ms. Anju Satija	IC Member
Mr. Narendra Singh	IC Member
Mr. Mahavir Singh	IC Member
Mr. Digvijay Singh	IC Member



4. CSR/ESG COMMITTEE (BOARD OF DIRECTORS)

Meeting Frequency: As per Board Meetings (quarterly/annual)

NAME	DESIGNATION	CATEGORY
Bhupinder Singh	Director	Independent
Kanwardeep Singh	Director	Independent
Savneet Anand	Director	Independent

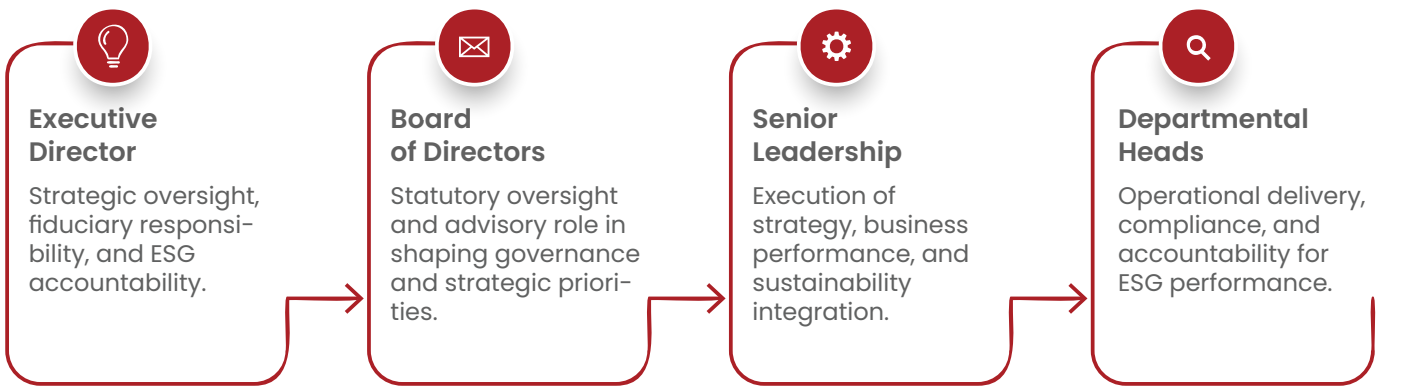
At present, Anand NVH’s Board of Directors functions as the CSR Committee in accordance with Section 135 of the Companies Act, 2013. The Board oversees CSR strategy, approves CSR budgets, and reviews implementation and impact of projects. Going forward, ANP is evaluating the formation of a dedicated CSR & Sustainability Committee to strengthen focus on community engagement, stakeholder development, and alignment with international ESG standards.

ANP follows its approved CSR Policy Manual (Rev. 01). The Board approves the policy and oversees compliance; the CSR Committee sets the annual plan, recommends budgets, selects/monitors projects, and reports performance. ANP targets ≥2% of average net profits (last 3 years) for CSR; any shortfall is disclosed with reasons in the Board’s Report.

LOCATION-LEVEL GOVERNANCE STRUCTURE

“In addition to corporate-level leadership and departmental oversight, Anand_NVH extends governance responsibilities to location and site-level heads at each manufacturing facility. Plant Heads and Site General Managers are accountable for implementing corporate policies locally, ensuring compliance with ESG requirements, and managing site-specific risks related to safety, environment, labor, and supply chain practices. This structure enables a clear line of accountability from corporate governance to operational sites, ensuring that sustainability standards are embedded consistently across all Anand NVH locations.”

SIMPLIFIED GOVERNANCE FLOW



STAKEHOLDER ENGAGEMENT AND RISK OVERSIGHT

The Leadership Team provides oversight of Anand_NVH's approach to sustainability, ensuring that material topics are addressed with transparency and integrity. Stakeholder engagement is fundamental to governance: Anand_NVH proactively consults employees, customers, suppliers, and community members through meetings, surveys, assessments, and digital platforms. Feedback gathered directly shapes strategies and aligns business objectives with stakeholder expectations.

Through proactive risk assessments and opportunity analyses, the governance body ensures that sustainability is embedded into the Company's core values and decision-making processes. This approach reinforces Anand_NVH's commitment to minimizing environmental impact, advancing social equity, and ensuring long-term economic resilience.

By integrating sustainability across all levels of governance — from the Executive Director to functional heads — Anand NVH ensures responsible decision-making, sustainable growth, and enduring positive outcomes for its stakeholders and the environment.



RISK VS OPPORTUNITY TABLE LINKED TO GOVERNANCE

S. NO	MATERIAL ISSUES IDENTIFIED	RISK AND OPPORTUNITIES	RATIONALE FOR IDENTIFYING THE RISK/ OPPORTUNITY	IN CASE OF RISK, APPROACH TO ADAPT OR MITIGATE	FINANCIAL IMPLICATION (POSITIVE/ NEGATIVE)
1	Energy Management & GHG Emissions (Scope 1, 2, 3)	Risk: Rising energy costs & carbon compliance burden. Opportunity: Savings via efficiency & renewables.	Energy is a major input cost; emissions regulations & OEM customer requirements increasing.	On-site solar, REC purchase, ISO 50001 compliance; formalizing long-term efficiency and emission targets.	Positive: Reduced energy cost, better customer perception. Negative: Carbon tax / compliance penalties.
2	Climate Risk & Transition Planning	Risk: Supply disruptions, extreme weather. Opportunity: Resilience & green innovation.	Climate change impacts business continuity & supply chain resilience.	TCFD (Task Force on Climate-related Financial Disclosures) scenario analysis, insurance, adaptation measures.	Positive: Access to green financing, competitive advantage. Negative: Business disruption costs.
3	Water Use & Efficiency	Risk: Scarcity, regulatory penalties, community conflict. Opportunity: Lower operational cost, improved stakeholder trust.	Water is critical for operations & high in stakeholder priority.	Rainwater harvesting, recycling systems, water meters.	Positive: Lower cost & community goodwill. Negative: Penalties, reputational loss.
4	Waste Management & Circular Economy	Risk: Hazardous waste mismanagement, disposal violations. Opportunity: Recycling revenue & cost avoidance.	Waste disposal is tightly regulated (Hazardous Waste Management, CPCB norms)	Open-loop recycling through authorized dealers	Positive: Cost savings from recycling. Negative: Fines for non-compliance.
5	Sustainable Materials & Recyclability	Risk: Regulatory restrictions on non-renewable inputs. Opportunity: Shift to recyclable/renewable materials.	Customers increasingly demand sustainable materials.	R&D on bio-based inputs, recyclable packaging.	Positive: Customer retention, new market access. Negative: Higher raw material costs short-term.
6	OHS & Pollution Prevention (Air, Noise, Chemicals)	Risk: Accidents, chemical leaks, noise violations. Opportunity: Safer workplace, fewer disruptions.	Safety & compliance (ISO 45001, Factories Act) are mandatory.	Regular safety training, PPE, noise abatement.	Positive: Productivity gains & reduced downtime. Negative: Medical/legal costs from accidents.
7	Employee Engagement, Training & Retention	Risk: Attrition, skill gaps. Opportunity: Stronger talent pipeline.	Workforce capability is core to operations.	Skill development, career paths, structured training.	Positive: Improved efficiency, retention. Negative: Cost of rehiring if unmanaged.
8	Diversity, Equity & Inclusion (DEI)	Risk: Discrimination claims, reputational risk. Opportunity: Diverse talent & innovation.	Increasing regulatory & OEM customer focus on DEI.	Inclusive hiring, POSH enforcement, DEI workshops.	Positive: Access to wider talent, better culture. Negative: Legal/reputation costs if ignored.

S. NO	MATERIAL ISSUES IDENTIFIED	RISK AND OPPORTUNITIES	RATIONALE FOR IDENTIFYING THE RISK/ OPPORTUNITY	IN CASE OF RISK, APPROACH TO ADAPT OR MITIGATE	FINANCIAL IMPLICATION (POSITIVE/NEGATIVE)
9	Human Rights in Supply Chain & Ethical Employment	Risk: Forced/child labor, supplier non-compliance. Opportunity: Stronger supplier partnerships.	Customers require human rights compliance in supply chain.	Supplier audits, CoC, grievance mechanisms.	Positive: Higher customer trust, EcoVadis score. Negative: Supplier rejection, penalties.
10	Worker Grievance, Whistleblower & Business Ethics	Risk: Corruption, fraud, retaliation cases. Opportunity: Transparent, ethical culture.	Ethical risks impact compliance, reputation, and investor trust.	Whistleblower system with displayed emergency contacts and emails	Positive: Investor & customer confidence. Negative: Fraud losses, reputational damage.
11	Regulatory Compliance	Risk: Penalties, license loss. Opportunity: Smooth business continuity.	Strict Indian regulatory regime for environment, labor, safety.	Compliance audits, third-party certifications (ISO, IATF).	Positive: Risk-free operations, stakeholder confidence. Negative: Fines.
12	Supply Chain ESG Management	Risk: Supplier ESG failures, customer audits failed. Opportunity: Sustainable sourcing advantage.	Supply chain is material for ANP & critical for OEM customers.	Supplier audits and ESG assessments via SAQ 5.0, IATF, ISO 14001/45001, CMRT, EMRT, and ELV reports.	Positive: Improved EcoVadis. Performance. Negative: Loss of contracts.
13	Board Oversight of ESG/Climate	Risk: Weak ESG integration into strategy. Opportunity: ESG-driven growth & investor trust.	ESG oversight at Board level is stakeholder expectation.	Quarterly Board dashboards, ESG KPIs in agenda.	Positive: Better access to capital & OEM contracts.
14	Cybersecurity & Data Privacy	Risk: Breach of OEM/customer data. Opportunity: Digital trust & compliance.	Data protection increasingly regulated & demanded by OEMs.	Robust IT policy with contingency planning; TISAX-based risk analysis under implementation.	Positive: Improved OEM trust, resilience. Negative: Financial & reputational loss.
15	Risk Management (incl. Climate)	Risk: Fragmented risk processes. Opportunity: Integrated ERM.	Climate & ESG risks are enterprise-level issues.	Enterprise risk register with Aspect-Impact analysis and Board-level review	Positive: Streamlined risk handling, resilience. Negative: Overlapping costs, inefficiency.

GOVERNANCE STRUCTURE, OVERSIGHT, AND RESPONSIBILITIES

At Anand NVH, governance is anchored by the Executive Director, who serves as the head of the highest governance body, supported by the Board of Directors, CXO's, Presidents, Vice Presidents, and General Managers. This collective structure ensures strategic direction, compliance, and integration of sustainability into business priorities.

NOMINATION & SELECTION

Appointments to the highest governance body are guided by professional competence, ethical integrity, commitment to sustainability, and alignment with stakeholder interests. Candidates are also assessed on awareness of ESG risks, anti-corruption compliance, and responsible procurement practices.

SUSTAINABILITY REPORTING

The highest governance body reviews and approves ESG disclosures in line with GRI Standards, SEBI BRSR requirements, and customer frameworks. Governance KPIs tracked include ethics training coverage, conflict-of-interest declarations, whistleblower mechanism performance, supplier ESG assessments, and closure of corrective action plans.

ROLES & OVERSIGHT

The Executive Director sets strategic priorities, ensures compliance with applicable laws, and integrates economic, environmental, and social considerations into operations. The Board provides statutory and strategic oversight, reviewing ESG risks, policy adherence, and stakeholder accountability, including CSR strategy and reporting. Functional leaders (Operations, Finance, HR, EHS, Procurement) drive implementation and monitor ESG performance at the operational level.

KNOWLEDGE & EVALUATION

Board members and senior leaders enhance their capabilities through training on sustainability, anti-corruption, POSH, information security, and supply chain ESG. While a formal evaluation framework for the highest governance body is under development, annual reviews of governance KPIs already provide a structured basis for assessing effectiveness.

ETHICAL GOVERNANCE & HUMAN RIGHTS

Governance is reinforced by policies on anti-corruption, whistleblowing, working conditions, and information security. Human rights are embedded through non-discrimination, responsible sourcing, grievance mechanisms, and engagement with vulnerable groups, aligned with global frameworks such as GRI and EcoVadis. Through this integrated model, Anand NVH ensures transparent, accountable, and sustainability-focused governance that builds resilience, strengthens stakeholder trust, and drives long-term value creation.



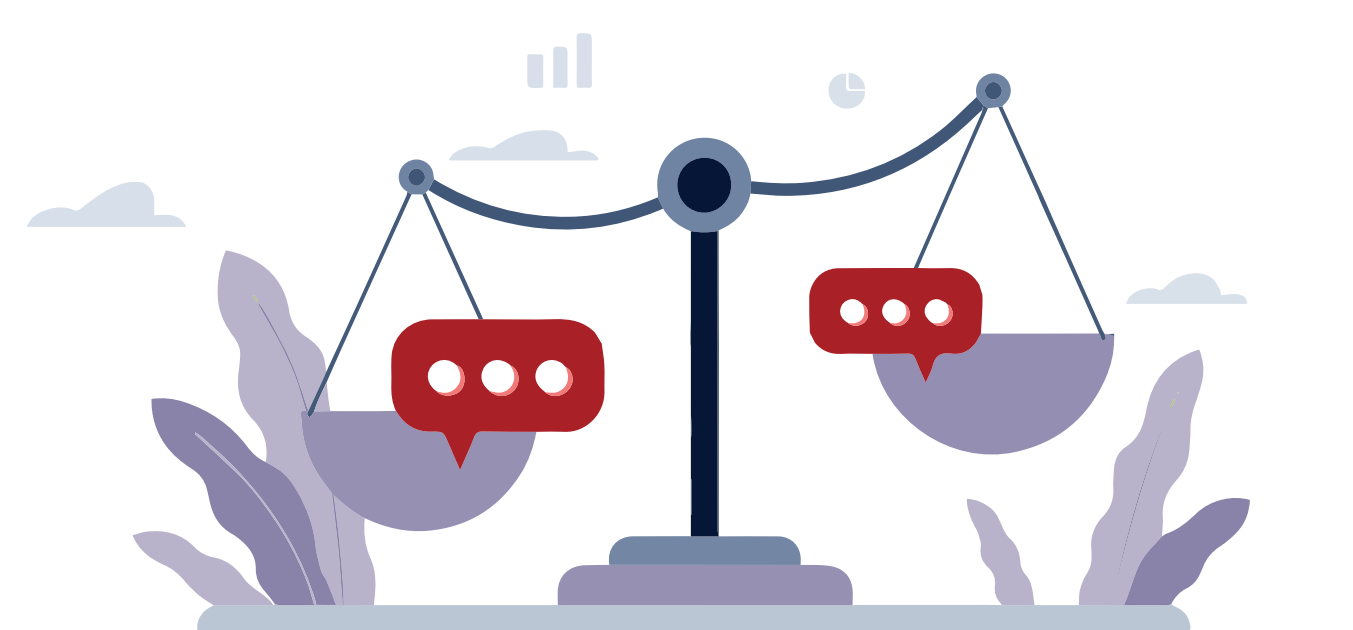
KPI	2024-25	TARGET FOR FY 25-26
Number of Incidents Reported for Conflict of Interest (COI)	0	0
Number of Incidents Reported for Breach of Data Privacy	0	0
Number of Incidents Reported for Data theft/loss	0	0
% of employees trained on Information Management	100%	100%
% of employees in high-impact roles who have completed ESG information management training	100%	100%
Number of Whistle blower cases reported	0	0
Number of Whistle blower cases resolved	0	0
Number of Whistle blower cases pending	0	0

CONFLICTS OF INTEREST

Anand NVH has a Conflict of Interest (COI) Policy that applies to directors, employees, consultants, contractors, and third parties, ensuring all decisions are made transparently and, in the Company’s, best interest. The framework requires disclosure of any personal, financial, or external interests that may interfere with professional responsibilities. Reported cases are reviewed, with mitigation measures such as recusal from decision-making or duty reassignment applied where necessary.

Prohibited actions include failure to disclose conflicts, influencing decisions for personal gain, or misuse of company assets. Non-compliance may result in disciplinary action, up to termination. The policy is reinforced through onboarding, awareness sessions, and compliance monitoring.

Performance is tracked through annual COI declarations, resolution rates of reported cases, and adherence to zero-tolerance standards. In line with EcoVadis requirements, the Company also monitors the percentage of employees and Board members completing annual declarations, along with the number of cases reported, resolved, or pending. These indicators are reviewed by the governance body to ensure transparency, accountability, and stakeholder trust.



GOVERNANCE PROCESSES

DECISION-MAKING BODIES

Strategic decisions at Anand NVH are led by the Executive Director with support from the Board, CFO, Presidents, Vice Presidents, and General Managers. This layered structure ensures oversight flows from leadership to operations, embedding governance and sustainability across functions. Independent reviews on ethics, fair competition, anti-corruption, and data security provide additional assurance.

Governance bodies oversee key KPIs such as ethics training coverage, conflict-of-interest declarations, supplier ESG assessments, and closure of corrective actions. To enhance focus, Anand NVH has functional working groups on Sustainability & ESG, Compliance & Ethics, Workplace Well-being, and Operational Excellence, with findings escalated to senior leadership and the Board. Looking ahead, the Company is evaluating formal Board-level ESG and Ethics Committees to further strengthen governance.

POLICIES AND FRAMEWORKS

Anand NVH operates under a robust set of governance policies, including:

- **Fair Competition Policy** – prohibits anti-competitive practices.
- **Anti-Corruption Policy** – enforces zero tolerance to bribery and fraud.
- **Sustainable Procurement Policy** – ensures supplier compliance with ESG and labor standards.
- **Information Security Policy** – protects confidentiality and cybersecurity.
- **Whistleblower & Conflict of Interest Policies** – enable safe, confidential reporting.
- **CSR Policy** – aligned with Section 135 (Companies Act, 2013), ensuring fair, non-discriminatory community investment.

GRIEVANCE REDRESSAL

A grievance mechanism covers employees, suppliers, and vendor workers, offering confidential channels such as suggestion boxes, helplines, and worker representatives. Issues are monitored through audits and quarterly reviews, with serious cases escalated within three days to the Executive Director/Board. The Compliance Team and ED review outcomes annually.

Effectiveness is measured through indicators like supplier Code of Conduct sign-offs, ESG-based procurement spends, supplier workshops, and third-party audits, ensuring the system remains transparent and credible.

CERTIFICATION/ASSURANCE RIBBON

Further strengthening its governance, environment, and quality practices, Anand NVH has achieved globally recognized certifications: IATF 16949:2016 for Quality Management Systems, ISO 14001:2015 for Environmental Management Systems, and ISO 45001:2018 for Occupational Health & Safety Management Systems.

In addition, the Company holds several statutory and industry recognitions that reinforce compliance and credibility, including the 3 Star Exporter Certificate awarded by the Government of India, an R&D Certificate enabling customs duty exemptions, Membership of the Rubber Board of India for responsible raw material procurement, an IEM Certificate and a valid MSME Certificate.

The Company also maintains statutory registrations and global trade recognitions such as Trade License, GST, DUNS Number, Authorized Economic Operator (AEO) Certificate for import-export compliance, and a registered Trademark (Reg. No. 3838662), ensuring adherence to legal and regulatory requirements.

Together, these certifications and recognitions demonstrate ANP's commitment to standardized, auditable processes, continuous improvement, and full compliance with both international and national best practices.




EXTERNAL MEMBERSHIPS / INDUSTRY ASSOCIATIONS

Anand NVH is a member of the Automotive Component Manufacturers Association of India (ACMA). This membership fosters industry collaboration, strengthens advocacy on governance and sustainability, and provides access to peer learning and best practices.




FREQUENCY OF GOVERNANCE MEETINGS

Governance processes at Anand NVH are reinforced through structured and frequent reviews that ensure transparency, customer orientation, and operational efficiency:




Daily Development Meetings

Focused on customer requirements, attended by the Operations Head, Industrial Engineering, R&D, Lab, Procurement (Vendor Development), and Cross-Functional Teams (CFTs).




Monthly Management Review Meetings (MRM)

Held on the second Saturday of every month, with detailed status reviews on performance, compliance, and sustainability goals.



Daily Production Meetings

Track operational progress and address immediate issues.



Direct Customer Connect

Customers have easy access to top management, ensuring responsiveness and transparency.

This structured meeting cadence ensures continuous monitoring, fast decision-making, and alignment of governance with both operational and customer priorities.

Governance processes are reinforced through structured reviews:

- Executive Director and Senior Leadership conduct regular reviews of strategic, financial, and ESG performance.
- Functional Heads meet quarterly to review compliance and operational issues.
- Audit and compliance reviews are conducted quarterly to cover ethics, anti-corruption, fair competition, and information security.
- The Annual General Meeting (AGM) is held once a year, with the latest AGM on 30 September 2024, serving as a platform to align governance and sustainability priorities.
- The CSR Committee/Board reviews CSR projects and spend at least annually (and more frequently as needed), with annual CSR disclosures prepared in line with the Act and Rules.

Governance meetings at Anand NVH also include a structured review of key governance KPIs.

These reviews cover ethics training completion rates, the performance and effectiveness of the whistleblower mechanism, and compliance with conflict-of-interest declarations.

They also include an assessment of supplier ESG evaluation coverage and supplier audit results, including the status of corrective action closures.

By embedding these performance indicators into the meeting agenda, Anand NVH ensures that ethics and sustainable procurement are continuously monitored and escalated whenever necessary.

This structured approach strengthens accountability and aligns with EcoVadis expectations for ongoing governance performance review.

REMUNERATION POLICIES

Anand NVH's remuneration framework reflects its commitment to fairness, compliance, and sustainability alignment. Salaries and benefits are structured in accordance with Haryana Government minimum wage requirements and fair wage principles, ensuring equity across roles and functions.

In September 2025, the Company filed its statutory Minimum Wage Declaration, affirming compliance with the Factories Act, 1948, and state wage regulations. This formal declaration reinforces ANP's commitment to equitable pay and statutory wage compliance.

Compensation is linked to role, responsibility, and performance indicators such as safety, quality, compliance, and sustainability contributions. ESG-related objectives are integrated into performance-linked pay, including:

- Completion of employee ethics and compliance training
- Supplier participation in sustainability programs
- Adherence to anti-corruption and fair competition standards
- Engagement in supplier risk assessments.

To ensure compliance, remuneration practices are periodically reviewed through statutory and compliance audits conducted by the third party as per the applicable laws.

By embedding ESG objectives into remuneration, Anand NVH reinforces accountability, encourages ethical behaviour, and strengthens alignment between employee performance and long-term stakeholder expectations.



FUTURE ACTION PLAN

To further strengthen governance maturity and align with evolving stakeholder expectations, Anand NVH is committed to:

- Further extension of Solar Panel
- To improve usage of Green Energy upto 50 % of total Energy consumption by FY 26-27.
- To focus on Automated Lines for new products and capacity enhancement. FY 25-26 onwards.
- The implementation of PCF is planned to begin in FY 2026-27.
- ANP will conduct an energy audit through a third-party agency.
- A third-party fire safety audit will be conducted.
- Time tracking and remuneration will be managed through dedicated software.
- Establishing Board-level ESG and Ethics Committees to institutionalize sustainability oversight.
- Integrating ESG KPIs into leadership scorecards and linking them with performance-based remuneration.
- Introducing app-based leave and remuneration tracking to enhance transparency, efficiency, and employee experience.
- Enhancing grievance redressal transparency by publishing annual statistics on cases received, resolved, and pending.
- Expanding external assurance of governance KPIs to reinforce credibility and alignment with EcoVadis /GRI standards.
- Formalizing an annual CSR Action Plan with impact indicators, timelines, and Rule-8 reporting.
- Integrating CSR & Sustainability oversight at the Board level to strengthen alignment with ESG goals.
- In FY 25-26, ANP will focus on implementing Paperless Factory Concept to reduce consumption of paper.
- In FY 25-26, ANP is planning to get TISAX certification to enhance its cyber security system.
- In FY 25-26, ANP will focus implementing automotive industry's best practices through ACMA – ZDQ and many other Business Excellence frameworks.

GRI INDEX

This Sustainability Report has been prepared in accordance with the GRI Standard. The Index below provides a comprehensive mapping of the disclosures referenced throughout this report. Information reported is based on the activities, performance, and data of our operations for the reporting period, unless otherwise stated.

The disclosures included reflect the topics that are material to our business and stakeholders. Where data is not available or not applicable, the disclosure has been excluded from this Index. Page references correspond to the sections in this Sustainability Report where each topic is discussed.

GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	PAGE REFERENCE
GRI 2	2-1	Organizational details	7 & 15
GRI 2	2-2	Entities included in the sustainability report	03
GRI 2	2-3	Reporting period, reporting cycle and contact point	03
GRI 2	2-6	Activities, value chain and other business relationships	07, 08, 12, 13, 15, 16, 18-21, 23-24 & 99
GRI 2	2-7	Employees	60
GRI 2	2-9	Governance structure and composition	88 to 89
GRI 2	2-10	Nomination and selection of the highest governance body	96
GRI 2	2-12	Role of the highest governance body in overseeing impacts	96
GRI 2	2-14	Role of the highest governance body in sustainability reporting	96
GRI 2	2-15	Conflicts of interest	97
GRI 2	2-16	Communication of critical concerns	98
GRI 2	2-19	Remuneration policies	101
GRI 2	2-20	Process to determine remuneration	101
GRI 2	2-22	Statement on sustainable development strategy	26 & 87
GRI 2	2-23	Policy commitments	98
GRI 2	2-24	Embedding policy commitments	23, 36 ,54 ,68 & 99
GRI 2	2-26	Mechanisms for seeking advice and raising concerns	62 - 63
GRI 2	2-27	Compliance with laws and regulations	22, 52-53
GRI 2	2-28	Membership associations	99

GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	PAGE REFERENCE
GRI 2	2-29	Stakeholder engagement	30-31
GRI 2	2-30	Collective bargaining (freedom of association statement)	61
GRI 3	3-1	Process to determine material topics	32
GRI 3	3-2	List of material topics	32
GRI 201	201-2	Climate-related risks & opportunities	94-95
GRI 205	205-2	Communication & training on anti-corruption	67
GRI 301	301-2	Recycled input materials used	38
GRI 302	302-1	Energy consumption	40
GRI 302	302-3	Energy intensity	40
GRI 302	302-4	Reduction of energy consumption	40
GRI 303	303-1	Interaction with water	42
GRI 303	303-3	Water withdrawal	42
GRI 303	303-4	Water discharge	43
GRI 303	303-5	Water Consumption	44
GRI 305	305-1	Direct (Scope 1) GHG emissions	45
GRI 305	305-2	Indirect (Scope 2) GHG emissions	45
GRI 305	305-3	Other indirect (Scope 3) GHG emissions	46
GRI 305	305-4	GHG emissions intensity	46
GRI 306	306-1	Waste generation and significant impacts	50
GRI 306	306-2	Waste by type and disposal method	50
GRI 307	307-1	Environmental compliance	52
GRI 308	308-1	Supplier environmental screening	54
GRI 401	401-1	New employee hires and turnover	60
GRI 401	401-2	Benefits provided to employees	59
GRI 401	401-3	Parental leave	59 & 61
GRI 403	403-1	OHS management system	73 to 78
GRI 403	403-2	Hazard identification & incident investigation	73
GRI 403	403-3	Occupational health services	73 to 78
GRI 403	403-4	Worker participation in OH&S	73 to 78 & 90
GRI 403	403-5	Training on OH&S	68

GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	PAGE REFERENCE
GRI 403	403-6	Promotion of worker health	73
GRI 403	403-8	Workers covered by OH&S system	73
GRI 404	404-1	Average training hours	66
GRI 404	404-2	Programs for upgrading employee skills	63 to 70
GRI 405	405-1	Diversity of governance bodies & employees	79-80
GRI 406	406-1	Incidents of discrimination & actions	83
GRI 408	408-1	Child labour risk in operations & suppliers	83
GRI 409	409-1	Forced labour risk	83
GRI 412	412-2	Human rights training	67
GRI 413	413-1	Community engagement & CSR	81
GRI 414	414-1	Supplier social screening	85
GRI 418	418-1	Customer privacy breaches	97





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