

Evolve Responsibly

Engineering a Greener Tomorrow



Sustainability Report
2025

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A Milestone in Our Sustainability Journey

FY 2024–25 marks a pivotal milestone in RSB Transmissions' sustainability journey - the launch of our first-ever Sustainability Report. This report reflects our commitment to integrating sustainability into the heart of our business, ensuring that environmental stewardship, social responsibility, and robust governance are not just aspirations but actionable priorities.

Over the past year, we have taken decisive steps to measure, manage, and maximize our impact, from assessing climate risks and embedding energy-efficient technologies, to advancing workforce development and strengthening community initiatives. We have applied rigorous frameworks, including our first

double materiality assessment, to identify the most significant sustainability issues for both the business and our stakeholders.

This report captures where we stand today, what we have achieved, and the path we are charting for the future. It demonstrates how RSB Transmissions is creating long-term value for stakeholders while contributing to a more resilient, equitable, and sustainable world.

The following highlights provide a snapshot of our progress across Environment, Social, and Governance pillars, showcasing the tangible actions, measurable outcomes, and strategic initiatives that define our sustainability approach.

“As RSB enters its next chapter, we are evolving responsibly leveraging five decades of engineering leadership to deliver sustainable growth, global competitiveness, and positive impact beyond borders.”

ENVIRONMENT

Driving Climate Action, Resource Efficiency & Biodiversity

At RSB Transmissions, environmental stewardship is integral to business resilience. We are strengthening climate action, improving energy and water efficiency, reducing waste, and enhancing biodiversity. Guided by global frameworks such as TCFD, we embed sustainability across our operations to measure, mitigate, and continuously improve our environmental impact.



Climate & Energy Efficiency

4% of our manufacturing electricity was sourced from renewable energy



Water Stewardship

Optimising cooling tower operations saved 5,25,000 litres of water annually



Circular Economy & Waste Management

Our casting plant produced 8,370 MT of castings using 7,771 MT of scrap



Biodiversity

We developed Miyawaki forests, greenbelts, and plantation drives to support soil health, carbon sequestration, and resilient ecosystems

Please refer to page 64 for detailed initiatives.

SOCIAL

Safety, People & Community Impact

Our people, communities, and stakeholders are central to our operations. We strengthened occupational health and safety, employee development, well-being, ethical employment, and community impact, while continuing to invest in human capital, empower women and youth, and build resilient communities. These highlights reflect our progress in workforce safety, skills development, community programmes, and CSR impact.



Human Capital Development

We run programmes encouraging employees to adopt healthy habits and participate in well-being activities during paid hours



Employee Well-being

Wellness programmes, nutritional guidance, and healthy canteen meals.



Ethical Employment

Robust monitoring ensured voluntary, ethical employment with no incidences of forced or bonded labour.



Community Impact

- Reached 3M+ beneficiaries through 22+ CSR projects
- CSR spend of INR 38,123,389

Please refer to page 84 for more details.

GOVERNANCE

Integrity, Trust & Responsible Business

Strong governance underpins every aspect of our business. This year, RSB Transmissions focused on embedding ESG accountability, reinforcing risk management, ensuring ethical business practices, and protecting customer trust. With a robust Three Lines of Defence framework, Enterprise Risk Management, and strict compliance measures, we strengthened the organisation's transparency, resilience, and ability to deliver sustainable value. The following highlights illustrate our achievements in governance, ethical conduct, risk oversight, financial performance, and data protection.



ESG Accountability

Integrated across all organisational levels.



Three Lines of Defence & ERM

Robust oversight of enterprise, climate, and operational risks.



Financial Performance

Revenue of INR 26,951,230,715, reflecting operational excellence and stakeholder confidence.



Customer Data Protection

ZERO complaints regarding customer privacy breaches, substantiated complaints from external parties, regulatory complaints, data leaks, thefts, or losses

RSB continues to uphold corporate governance, ethical conduct, product stewardship, regulatory compliance, and responsible supply chain practices, ensuring transparency, accountability, and trust across all operations.

Please refer to page 50 for detailed governance initiatives.

Looking Ahead

Bold, Resilient, Sustainable

FY 2024–25 is a defining year for RSB Transmissions—the launch of our first Sustainability Report demonstrates our commitment to responsible growth, measurable impact, and collaborative value creation.

RSB Transmissions moves forward with confidence, focus, and ambition, building a resilient, inclusive, and sustainable future for our people, communities, customers, and the planet.

We are poised to:

- Innovate responsibly across products and operations
- Deliver lasting value to stakeholders
- Scale sustainability across our value chain

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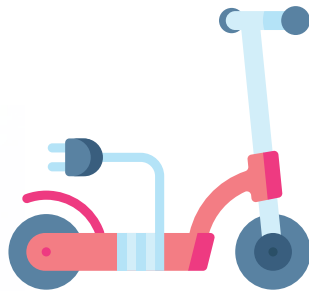


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Evolve Responsibly Engineering a Greener Tomorrow



Our globally benchmarked products serve all automotive segments, including electric mobility, as well as non-automotive sectors such as construction, agriculture, and industry

RSB, as one of India’s trusted diversified engineering and technology-driven manufacturers with a growing global presence, has embedded social, environmental, and people-centric responsibility into the way we engineer, operate, and grow. For over five decades, our legacy has been built on engineering excellence, responsible growth, and a deep commitment to our people and communities. Publishing our first Sustainability Report in FY 2025 marks a natural progression in this journey — a step toward formalising this 50-year legacy by sharing transparent, credible disclosures on the actions we have taken to expand our business, create long-term value for stakeholders, and minimize the environmental footprint of our operations.

The theme of this inaugural report, [Evolve Responsibly](#) | [Engineering a Greener Tomorrow](#), reflects our mission to align long-term business growth with sustainable value creation for stakeholders, society and the environment.

For over 50 years, we have championed responsible business conduct. Our rise has been powered by resource-efficient operations, innovative design and engineering

solutions, uncompromising quality, and a deep commitment to stakeholder satisfaction. We have fostered local development, created employment, empowered communities, and invested in our people. We adhere to stringent safety, environmental, and governance standards, ensuring responsible and compliant operations across all our facilities. Our globally benchmarked products serve all automotive segments, including electric mobility, as well as non-automotive sectors such as construction, agriculture, and industry. With this foundation, we remain passionate about powering economic progress, generating social value, and building a greener future that expands hope and opportunities for people and the planet.

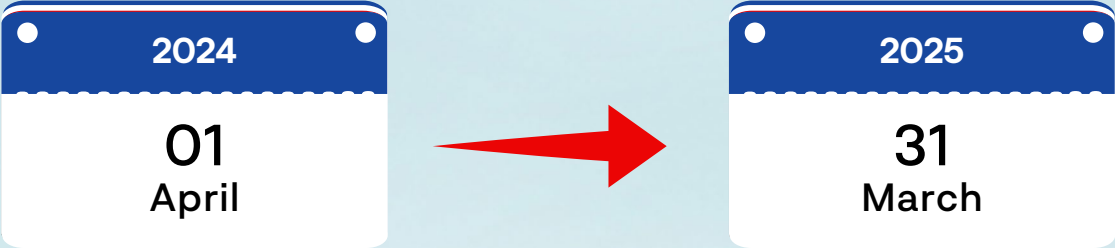
Although this is our first formally published Sustainability Report, it builds on RSB’s 50-year legacy of responsible manufacturing, people-centric values, and environmental stewardship. This report marks the beginning of a structured and transparent approach to sharing our sustainability performance with all stakeholders. We remain committed to engineering solutions that support industrial advancement while contributing to a greener and more inclusive tomorrow.

About the Report

RSB Transmissions India Limited (RSB, our company, or we) was established over 50 years ago and has grown into a diversified engineering and automotive components manufacturer. Headquartered in India, with manufacturing facilities in the USA and Mexico, we serve a global customer base across Asia, Europe, and the Americas. With 15+ production plants, over 6,000 employees, and more than 20 diversified product lines, we recognized as a trusted partner delivering engineering excellence worldwide.

While building, managing and growing a sustainable business has been embedded into our strategic direction since inception, we are now taking a formal step forward in our sustainability journey through the publication of our first Sustainability Report. Our aim is to provide a transparent account of how we manage and respond to key ESG issues that affect our operations and stakeholders. This report outlines the progress we have made, the challenges we face, and the goals we are setting to build a more sustainable future for our business and stakeholders.

Reporting Period



Reporting Scope and Boundary

This report covers operations under the direct operational control of RSB Transmissions, including manufacturing facilities, corporate functions, and community engagement initiatives. The disclosures reflect performance across our India-based operations, unless stated otherwise.

Location and Division Coverage



Jamshedpur

- Propeller Shaft Plant
- Axle & Dummy Axle
- 5th Wheel Coupling Plant
- Construction & Mining Industry



Cuttack

- Casting Division
- Forging Division



Lucknow

- Propeller Shaft Plant



Chennai

- Construction & Mining Industry



Pantnagar

- Front Axle and Propeller Shaft plant



Pune

- Gears and Shafts , Gear boxes



Dharwad

- Construction & Mining Industry



Reporting Frameworks and Standards

This Sustainability Report has been prepared with reference to the Global Reporting Initiative (GRI) Standards (2021) and is aligned with the Business Responsibility and Sustainability Reporting (BRSR) framework mandated by the Securities and Exchange Board of India (SEBI).

These frameworks guide the structure, disclosures, and performance indicators across material ESG topics.

To ensure a robust and integrated ESG reporting approach, we have also drawn upon select principles and frameworks, including:



Global Reporting Initiative (GRI)



Securities and Exchange Board of India (SEBI)



United Nations Global Compact (UNGC) Ten Principles

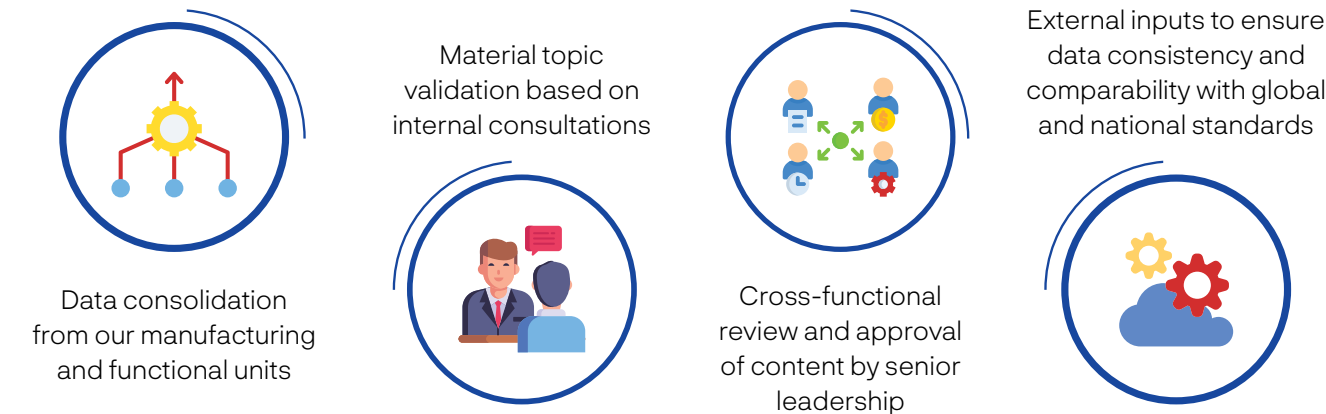


United Nations Sustainable Development Goals (UN SDGs)

Report Development Process

We adopted a comprehensive approach to collect and collate data that transparently demonstrates the progress we have made on our ESG commitments through the reporting year, so we can share accurate disclosures with our stakeholders and seek their insights on the way forward.

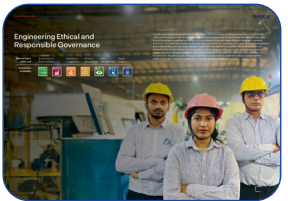
The internal ESG reporting process involved:



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Entity-Level Data Collection

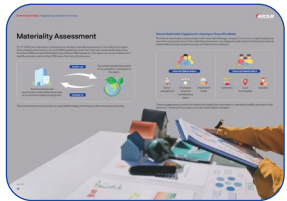
Each plant collects ESG data using a standardised BRSR- and GRI-aligned template, which we consolidate through a centralised cloud-based system. Plant-level functional heads validate the data to ensure accuracy, quality, and consistency across the Group.



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Centralised Review and Consolidation

A central ESG team reviews submissions for accuracy, consistency, and completeness, and uses the consolidated data to report Group-level ESG performance indicators



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Materiality and Double Materiality Alignment

The consolidated disclosures cover entity- and group-level material topics identified through structured materiality assessments across Indian and international operations; however, the performance data presented relate only to sites within the defined reporting boundary

We acknowledge **BDO India** for their support in compiling this report and look forward to building on this foundation to enhance the rigour, scope, and assurance of our future sustainability disclosures.

Assurance

RSB's senior leadership team, including members of the highest governance body, actively reviewed the ESG disclosures, finalised material topics, KPIs, and strategic roadmaps, and continues to oversee the roadmap for future external assurance.

on assumptions and information available at the time of reporting. Actual outcomes may differ materially due to evolving business conditions, regulatory developments, climate-related risks, and socio-economic factors.

While this report has not undergone external assurance, we are committed to enhancing the credibility and transparency of our sustainability disclosures and plan to pursue limited or reasonable third-party assurance for selected ESG KPIs in future reporting cycles.

These statements are not guarantees of future performance and are intended to outline strategic direction, not commitments. RSB disclaims any obligation to publicly update such statements unless required by applicable laws.

Forward-Looking Statements

This report includes forward-looking statements that reflect our current views, plans, and expectations related to ESG performance and initiatives. These statements are based

Feedback and Contact

We encourage our stakeholders to share feedback on this report and on our sustainability performance. We welcome queries, clarifications, or suggestions, which can be directed to our Corporate Sustainability Team through email to esg@rsbglobal.com.

About RSB Transmissions



Founded in 1973 in Jamshedpur, India

Headquartered in Pune, India

Global operations across India, the USA, Europe, Asia, and Mexico

6,000+ Employees

15 Manufacturing facilities

Recorded a revenue of INR 2,695 crore in FY 2025

Diversified into electric mobility to manufacture traction motors, e-axles, and electronic controllers, supporting the transition to cleaner transport solutions

Manufacturer of 20+ Products for Automotive Vehicles and Construction & Mining Equipment industry

100 Customers worldwide

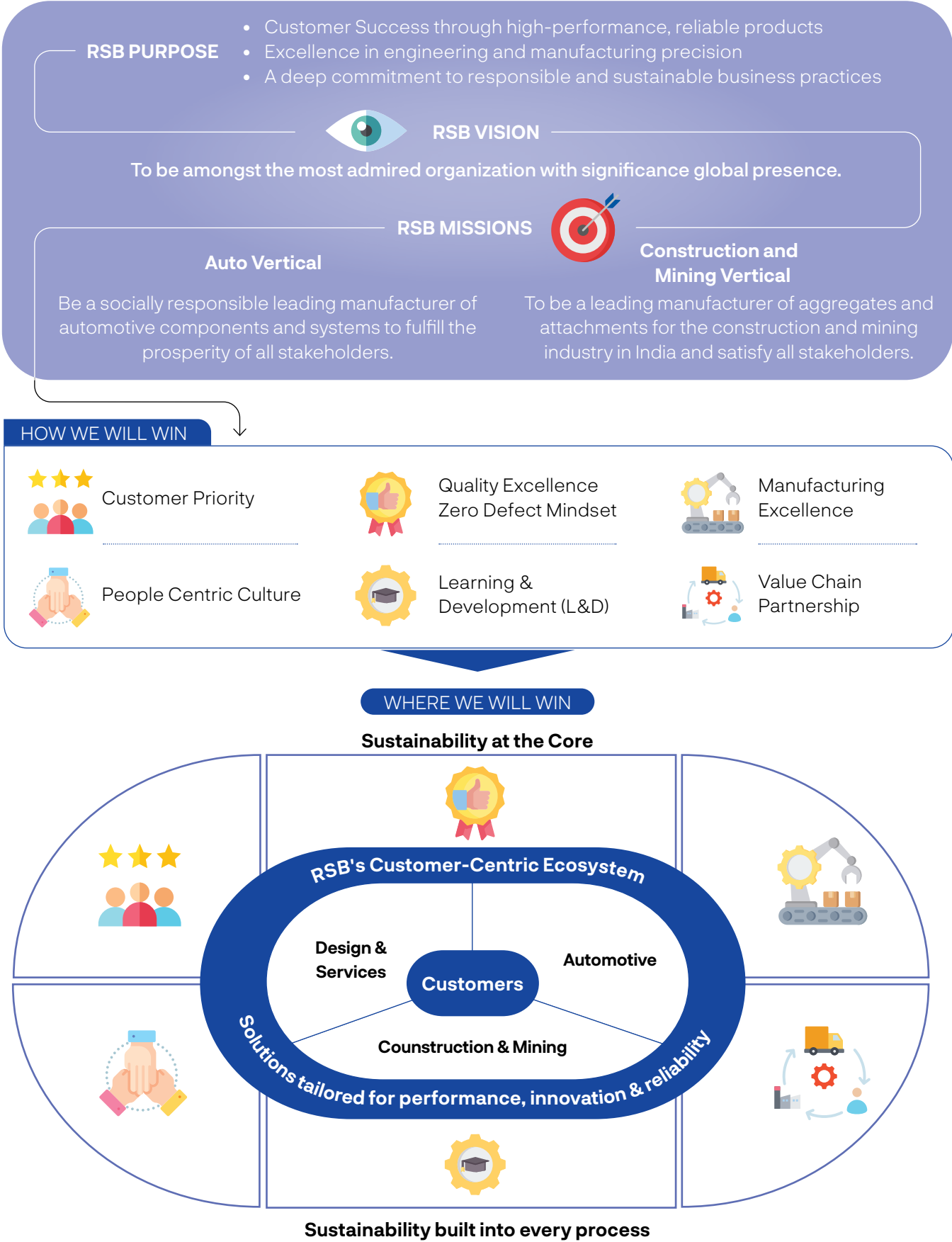
In house Design, Testing and Validation Facility, located in Pune, India

RSB Transmissions, headquartered in Pune, India, has grown into a global engineering and manufacturing organisation since our inception in 1973 from a small workshop in Jamshedpur. We design and manufacture world-class products for the automotive and non-automotive sectors. Our portfolio includes more than 20 automotive and engineering products including aggregates, systems, and precision components.

We serve over 100 customers worldwide, including OEMs, Tier-1 manufacturers, and distributors across India, the USA Germany, South Korea, and ASEAN countries through long-term partnerships and Just-In-Time (JIT) delivery systems. To strengthen our engineering capabilities, we collaborate with global design leaders such as EVR Motors (Israel) for next-generation e-motors and e-axles, and Reyco Granning (USA) for advanced suspension systems. These partnerships enhance our in-house design expertise across the automotive and CMI divisions.

In September 2024, we entered a strategic partnership with **Bain Capital**, a leading global private investment firm, to accelerate our next phase of growth and international expansion. Through this collaboration, Bain Capital provides strategic resources and global automotive expertise to help us unlock significant organic growth, pursue mergers and acquisitions, and strengthen our position as a diversified global platform.

We operate multiple manufacturing facilities across India, with exports reaching Europe, North America, and Southeast Asia. Currently, we are expanding our capabilities to serve the electric mobility segment and developing advanced EV components such as traction motors, e-axles, and lightweight assemblies, to support the global shift toward clean and efficient transportation.



Lead by Excellence



Our Journey

We started in 1973 when Mr. R.K. Behera founded International Auto in Jamshedpur with 15 people and 500 sq. ft. of workspace. Together with Mr. S.K. Behera, we laid the foundation of the RSB Group we are today.



Innovation & Sustainability

We drive growth through innovation, advanced product design, precision engineering, and resource-efficient, low-carbon manufacturing. We focus on green energy, circularity, and digital transformation to strengthen long-term competitiveness and leadership in sustainability.



Community & CSR

We advance community well-being through the RSB Foundation, led by Ms. Priyanka Behera, implementing initiatives in education, health, environment, and livelihoods within available resources.



Leadership

We focus on shaping the future through determination and a commitment to quality. We learn from the past, act in the present, and plan for the future, using quality as our constant guide to success.



Careers

We nurture young talent through our one-year Graduate Engineer Trainee (GET) program. GETs receive mentorship and hands-on training across functions to become professional engineers.



Global Partnerships

We strengthen our growth by collaborating with global technology leaders and research institutions. Partnerships in advanced suspension design, e-mobility systems, and engineering innovation help us co-create next-generation solutions for sustainable mobility.



People & Culture

We place our people at the center of everything we do. We foster a culture of respect, inclusion, and continuous learning, empowering everyone to innovate, take ownership, and grow. Our collaborative environment spans functions and geographies, combining passion with strong systems.



Manufacturing & Quality Excellence

We achieve manufacturing excellence through Total Productive Maintenance (TPM), continuous improvement, and a commitment to zero-defect quality.

Our operations are certified to internationally recognized standards, including **ISO 9001:2015** (Quality Management System- CMI), **IATF 16949** (Quality Management System- Automotive sector), **ISO 14001:2015** (Environmental Management System), and **ISO 45001:2018** (Occupational Health and Safety Management System)

Building on these foundations, we successfully completed a pilot implementation of **ISO 50001 : 2018** (Energy Management System) and have now launched a structured, group-wide roll-out across all RSB plants. This initiative embeds systematic energy management practices, drives ongoing efficiency gains, strengthens overall energy performance, ensures full compliance with regulatory requirements, and mitigates operational and climate-related risks

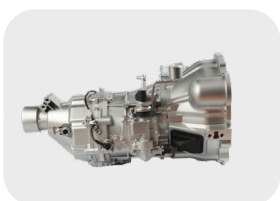
Products

We design, manufacture, and supply high-performance drivetrain components and precision-engineered products for commercial vehicles, passenger cars, construction machinery, and agricultural equipment, delivering integrated and

precision-engineered solutions across industries. Our product portfolio reflects a balanced mix of legacy leadership and future-ready capabilities aligned with evolving customer needs, sustainability goals, and global mobility trends.



Track Frame



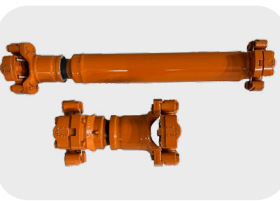
Gear Box



Axle



Gear Products



Propeller Shaft



Wheel Coupling

Our products and services meet all regulatory standards for safety and environmental compliance, with no known bans in any markets

We ensure product availability through well-established distribution networks and back it up with technical expertise, rapid response service teams, and compliance with OEM warranty standards. Our aftermarket ecosystem maximises asset life and performance by extending product value through reliable support, quality replacements, and customer-focused service networks.

Automotive Segment



Commercial Vehicles

We supply a full range of drivetrain components including propeller shafts, axles, gearboxes, and transmissions, to leading OEMs in the heavy- and medium-duty commercial vehicle segments. Our strong foothold in the propeller shaft market is backed by global technology partnerships and long-standing customer relationships. Our gearboxes are engineered for low-noise operation, customisable clutch configurations, and extended maintenance intervals. We remain focused on innovation and engineering excellence to reinforce our leadership in this segment.



Small & Light Commercial Vehicles (SCV/LCV) and Passenger Cars

We manufacture precision shafts, sleeves, hubs, and gearboxes tailored to the specifications of SCV, LCV, and passenger car OEMs. Our facilities comply with global quality standards, including DIN specifications, ensuring high durability and performance. With agile development capabilities and integrated operations, we aim to expand in this dynamic and competitive segment.



E-Mobility

We are proactively developing electric vehicle components, including e-axles, traction motors, and reducers. Designed in-house and tested under real-world conditions, these components offer high efficiency, low NVH, and seamless platform integration. Our modular designs and data-driven validation position us as a key enabler of next-generation sustainable mobility.

Non-Automotive / Industrial Segment



Construction, Mining, and Agricultural Equipment

We supply structural aggregates and precision-fabricated assemblies such as frames, booms, buckets, and track systems. Utilising robotic welding, CNC machining, and laser-cutting technologies, we meet the needs of high-complexity, high-volume manufacturing for global OEMs and aftermarket customers. Our solutions prioritise performance, safety, and durability in extreme environments.



Planetary Gearboxes and Off-Highway Applications

We design modular planetary gearbox systems that offer flexible mounting, compact installation, and robust torque-handling. Our gearboxes serve industrial and off-highway applications, integrating advanced lubrication and cooling systems to ensure extended service life and operational efficiency.

Aftermarket Portfolio and Support

We maintain dedicated aftermarket channels for the sale and service of key drivetrain components, ensuring fair, transparent, and responsive engagement across domestic and international markets.

Our aftermarket product offerings mirror the quality and precision of OEM production and include:

Component	Segment	Support Features
Propeller Shafts	Automotive OEM & Aftermarket	Replacement kits, retrofit solutions, and technical servicing
Gearboxes	Automotive & Industrial	Design-to-order replacements, spare parts, diagnostics
Trailer Axles & 5th Wheel Couplings	Commercial Vehicles	OEM-matched spares, refurbishing support

Innovation and Environmental Efficiency

Our product development focuses on performance, durability, and resource efficiency. We invest in lean manufacturing, process automation, and continuous improvement initiatives to minimise environmental impact while meeting customer requirements. Our approach to innovation balances engineering excellence with environmental responsibility, ensuring that our operations contribute to both business and sustainability outcomes.



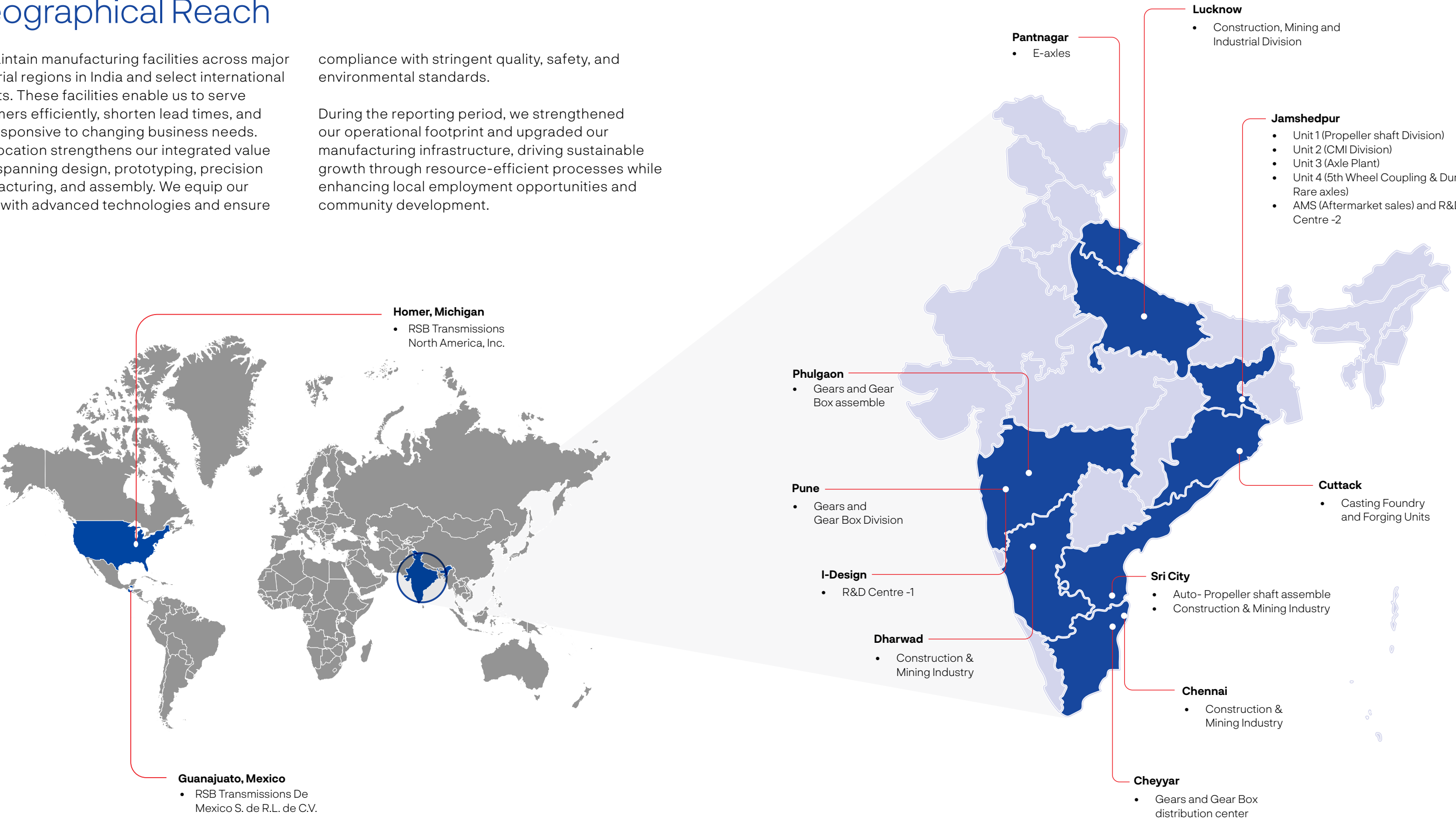
RSB's Casting Plant in Cuttack demonstrates the integration of renewable energy to improve resource efficiency and reduce carbon intensity

Geographical Reach

We maintain manufacturing facilities across major industrial regions in India and select international markets. These facilities enable us to serve customers efficiently, shorten lead times, and stay responsive to changing business needs. Each location strengthens our integrated value chain spanning design, prototyping, precision manufacturing, and assembly. We equip our plants with advanced technologies and ensure

compliance with stringent quality, safety, and environmental standards.

During the reporting period, we strengthened our operational footprint and upgraded our manufacturing infrastructure, driving sustainable growth through resource-efficient processes while enhancing local employment opportunities and community development.



Awards & Accolades



Building Better Communities – CSR Excellence Award 2025
Recognizing RSB's meaningful contribution to community development and social impact.



Winner in Process Innovation – RSB Unit 3
Celebrating breakthrough engineering that drives efficiency, quality, and excellence.



Supplier Recognition from Tata Hitachi
Honored for long-term partnership, trust, and manufacturing excellence.

ACMA National QC Competition – Gender Diversity Award
Celebrating women-led quality excellence with the WOW Winner Trophy 2024.



TPM Excellence Award – Kyoto, Japan
Global recognition of RSB's strong TPM culture and operational excellence.



International Recognition for Engineering & Quality Excellence
A proud global milestone reflecting RSB's world-class engineering standards

Kaizen Competition 2025 – QCFI Pune Chapter
RSB teams win top honours for continuous improvement and employee-driven innovation.



Chairman Honored for Quality & Operational Leadership
A prestigious international recognition of RSB's Total Quality Management journey.



Team Infinity Wins National QC Gender Diversity Award
Showcasing women's leadership and innovation in manufacturing.

RSB Team Celebrates QC Diversity Win
Proud moment highlighting our commitment to gender inclusion and continuous improvement.



Women Champions of RSB with QC Trophy
Honouring women's excellence and their role in driving quality transformation.



Deming Prize Committee Medal
Symbolizing RSB's commitment to quality, uniformity, and operational excellence.

Deming Medal – Outstanding Merit Award
Awarded for excellence in Statistical Quality Control and world-class quality systems.

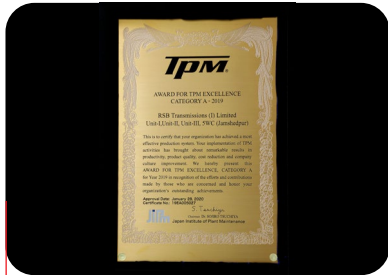


Sustainability Lecture at Garware College of Commerce
RSB advancing youth awareness on sustainability and energy efficiency



TPM Excellence Award 2024 – Pune Plant
Recognized by JIPM for outstanding productivity, quality, and culture improvement.

TPM Gold Medal – JIPM
A symbol of RSB's global benchmark in TPM implementation and performance.



TPM Excellence Award – Jamshedpur Units
Category A Award for sustained excellence in productivity, reliability, and quality.

FY 2025: ESG Performance

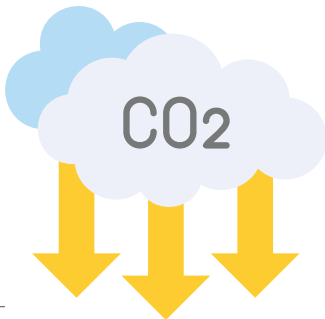
In FY 2025, we achieved measurable progress in managing our environmental footprint, strengthening value chain performance, and enhancing workplace safety and inclusion.

Environment

48,137 tCO₂e
Scope 1 & 2 Emissions

~5%
Reduction over 3 years in
Scope 1 & 2 Emissions

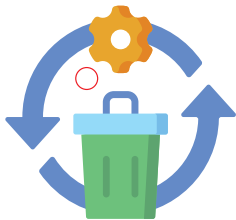
17%
Reduction in Scope 1 & 2 Emissions Intensity from 2023



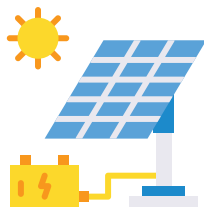
4% reduction
Water Intensity



97%
Waste diverted from landfill



4% of total electrical energy
Renewable energy usage

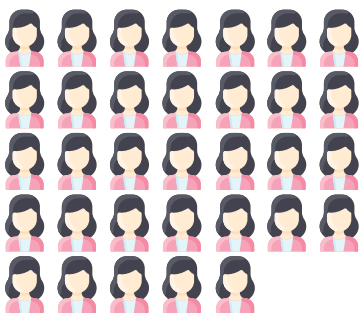


20,153 (KL)
Rainwater harvesting



Social

25% of
Women Directors in
Board



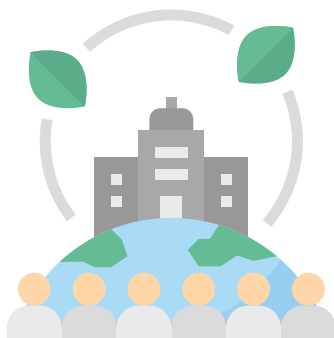
LTIFR < 0.1
Zero Fatalities



2,134 Number
Total Permanent
Employees



INR 38,123,389³
CSR spend

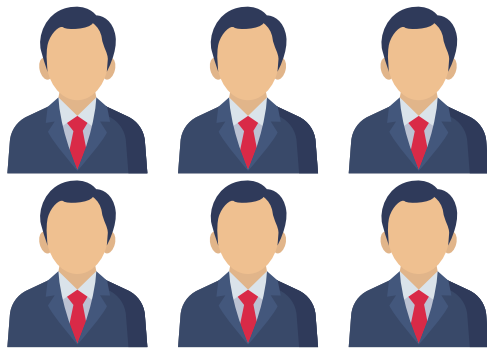


Governance



INR 26,951,230,715⁴
Revenue

8
Board Members



Zero
significant monetary fines,
non-monetary sanctions, or
dispute resolution cases were
recorded

³USD 445,463.50
⁴USD 314,919,254.80

Driving Impact Across the UN SDGs



Message from the Chairman

Over the last five decades, RSB has built a proud legacy of engineering excellence, innovation, and customer trust. This journey has been shaped by resilience, determination, and the relentless pursuit of quality — values that have established RSB as a trusted global partner to leading automotive and industrial players across continents.

As we celebrate this 50-year milestone, we also recognise that the future of business must evolve responsibly. Growth today must be inclusive, ethical, and sustainable, creating shared prosperity for our people, our customers, and the communities we serve worldwide. It is with this conviction that we proudly present RSB's first Sustainability Report, a reflection of our commitment to 'Evolve Responsibly | Engineering a Greener Tomorrow.'

This report is not just a summary of our achievements, it is a statement of our intent and direction. It outlines our aspiration towards net-zero operations, renewable energy transition, water neutrality, waste circularity, and responsible global supply chains. It embodies the vision of our Board, the passion of our employees, and the trust of our stakeholders who believe in RSB's ability to drive positive change beyond borders.

At RSB, sustainability is a journey of continuous improvement and shared progress. We are embedding ESG principles into our strategic and operational DNA, aligning with global sustainability frameworks, and striving to exceed expectations, whether they come from customers, investors, employees, or the societies we touch. Our people remain the cornerstone of this transformation, as we empower them to innovate, lead, and contribute meaningfully to both business and community growth.

Our 50 years of engineering legacy now serve as the foundation for a more purposeful future, one where RSB evolves responsibly, competes globally, and creates lasting impact locally. Together, we are not only engineering products; we are engineering trust, progress, and a sustainable world for generations to come.

Mr. R. K. Behera
Chairman – RSB Group



Message from the Vice Chairman & Managing Director

At RSB, we have always believed that engineering is not just about machines, but about shaping lives and futures. As we move into the next chapter of our growth, the expectations of our stakeholders are evolving. Customers demand solutions that are not only high in quality but also low in carbon. Investors expect long-term value creation rooted in ethics and resilience. Society looks to us to create opportunities, safeguard resources, and contribute to a fairer, more inclusive tomorrow.

Our first Sustainability Report, themed ‘Evolve Responsibly | Engineering a Greener Tomorrow’, reflects this collective responsibility. It is a commitment that business growth cannot be at the expense of the environment or society; it must strengthen both. From renewable energy adoption and water stewardship to circular economy practices and community empowerment, we are aligning business success with social equity and environmental protection.

I see sustainability as a powerful force for innovation, transformation, and customer excellence. It challenges us to rethink how we design, manufacture, and deliver — to ensure

every product and service we offer not only meets customer expectations but enhances their ESG goals. Our focus is on developing low-carbon, resource-efficient, and environmentally responsible solutions that help our customers advance their own sustainability portfolios.

As Vice Chairman & MD, I firmly believe that RSB’s journey of engineering excellence must evolve into a journey of responsible leadership that aligns business growth with stakeholder trust and national purpose. We are working closely with our upstream value chain partners to build capability, drive inclusive growth, and contribute to India’s collective sustainability commitments, from the nation’s Net Zero pledge to its vision of an Atmanirbhar, low-carbon economy. Our goal is not merely to grow profitably, but to grow responsibly, leaving behind not only engineering achievements but also a legacy of innovation, inclusivity, and positive impact for people, customers, and the planet.

Mr. S. K. Behera
Vice Chairman & Managing
Director – RSB Group



Message from the Executive Director – Operations

At RSB, operational excellence has always been the backbone of our success. In today's world, however, excellence is not measured only by productivity and quality, but also by how responsibly we manage resources, reduce emissions, and safeguard the well-being of our people.

Our sustainability journey is deeply rooted in the way we operate every single day. From energy-efficient manufacturing and water stewardship to waste reduction and circularity in materials, we are embedding sustainability into core operations across our plants. The focus is on building systems that are not only lean and efficient but also future-ready, driving both cost competitiveness and environmental stewardship.

Equally important is our commitment to people. We believe that a safe, inclusive, and empowering workplace is essential to achieving

operational success. Through strong safety systems, skill development, and a culture of responsibility, our teams are becoming champions of RSB's sustainability vision at the ground level.

As we release our first Sustainability Report, I see this as a reflection of the collective efforts of our operations teams across India. It reaffirms our determination to engineer responsibly, deliver greener solutions, and ensure that operational excellence and sustainability grow hand in hand. Together, we are evolving towards a future where RSB's operations set benchmarks not only in engineering but also in responsibility towards society and the planet.

Mr. Sankara Narayanan

Executive Director –
Operations, RSB Group



Economic Performance

In FY 2025, we continued to build on our customer-centric business vision and a diversified portfolio of quality products. Strategic investments across geographies and efficient operations helped us meet strong demand in both domestic and international markets. As a result, we recorded growth in revenue, profitability, and capital efficiency. Our performance reflects our capacity to generate sustainable value for stakeholders while pursuing long-term growth in drivetrain solutions and e-mobility technologies.

Economic Performance Highlights

Direct Economic Value
Generated (Revenues)
INR 26,951,230,715
USD 314,919,254.83

Economic Value Distributed

Operating Costs
INR 22,087,480,188
USD 258,087,390

Employee Wages & Benefits
INR 2,014,610,921
USD 23,540,289.37

Payments to Providers of Capital
INR 1,110,629,795
USD 12,977,467.01

Income Taxes
INR 459,828,099
USD 5,372,991

Community Investments (CSR)
INR 38,123,389
USD 445,463

Total Economic Value Distributed
INR 25,710,672,392
USD 300,423,601

Economic Value Retained
INR 1,240,558,322
USD 14,495,653



Ajay Patil
Global Chief Financial Officer

At RSB, sustainability is integral to how we allocate capital, manage risks, and create long-term value. Strong financial performance and responsible ESG practices go hand in hand, strengthening resilience and stakeholder trust.

Over the past period, we have focused on improving resource efficiency, reinforcing internal controls, and enhancing the quality and transparency of sustainability data. ESG considerations are increasingly embedded into our risk management and performance monitoring processes, supporting informed decision-making across the organization.

As we move forward, we remain committed to disciplined financial management while investing in initiatives that support our decarbonization journey, operational excellence, and long-term competitiveness. Together with our employees, customers, and supply chain partners, we are building the organization on strong foundation where sustainability is at the core of our enterprise strategy.



Stakeholder Engagement and Escalation of Critical Concerns



Engaging with our stakeholders regularly helps us integrate their views and insights into our sustainable business strategies. Our key stakeholders include employees who drive our growth and innovation; our Board and highest governance body, which provides oversight and direction; suppliers, who form an essential part of our value chain; and communities, whose trust and well-being are vital to our social

licence to operate. We also engage with investors, who look for long-term value and responsible growth, government and regulatory bodies, which shape the framework within which we operate, and industry bodies, which enable collaboration and knowledge sharing. Open and ongoing dialogue with each of these groups strengthens our ability to act responsibly and deliver shared value.



Stakeholder Engagement Channels

We have instituted formal processes to escalate the critical ESG concerns of our stakeholders, along with financial, safety, and reputational risks, to the highest governance body and address them in a timely manner through structured processes.

Stakeholder Group	Engagement and Communication Channels	Engagement Frequency (Annually/Half Yearly/Quarterly)	Purpose and Scope of Engagement, Including Key Topics and Concerns Raised
Employees	Risk assessments at functional and plant levels; whistleblower mechanisms; internal audits; incident reporting systems	Quarterly	Ensure workplace safety, occupational health, ESG compliance, ethical conduct, and reporting of critical concerns.
Board / Highest Governance Body	Quarterly ESG and Audit Committee meetings; direct escalation by the Group ESG Team	Quarterly	Review and approve ESG disclosures, monitor material ESG risks, assess strategic oversight, and address critical concerns.
Suppliers	ESG compliance monitoring; risk assessment updates; vendor audits	Quarterly	Address supplier ESG compliance gaps, promote ethical sourcing, adopt environmental and safety standards, and facilitate risk mitigation.
Communities	Collaborative initiatives, incident reporting and community feedback mechanisms	Quarterly	Monitor social and environmental risks, address community concerns, and ensure sustainable development and inclusive impact.
Investors	ESG risk briefings; reporting on sustainability performance	Annually	Provide transparency on ESG performance, governance, and strategic risk management.
Government and Regulatory Bodies	Regulatory filings; statutory disclosures; reporting of material ESG concerns	As required	Ensure compliance with laws and regulations, maintain transparency, and escalate critical operational or ESG risks.
Industry Bodies	Participation in conventions, seminars, and ESG forums	Biannually	Share best practices, align with sector-wide ESG standards, and monitor emerging ESG risks.

Partnering with Stakeholders: Co-Creating Sustainability Through Feedback and Transparency

Our environmental progress is co-created with our stakeholders, including employees, customers, suppliers, investors and communities.

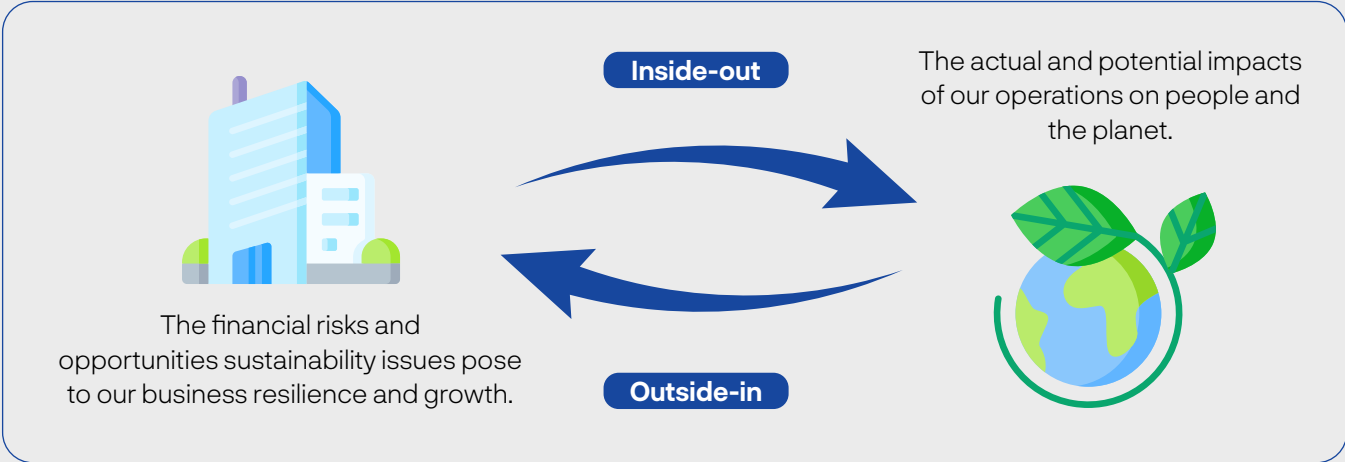
data validation and timely disclosures for customers like Tata Motors. Volvo, Ashok Leyland and JCB.

We have adopted the Breath-ESG digital platform to facilitate transparent reporting, evidence-based

Feedback from stakeholders drives refinement of targets and projects, ensuring our sustainability journey remains adaptive and value-creating for all.

Materiality Assessment

For FY 2025, we conducted a comprehensive double materiality assessment in line with the European Financial Reporting Advisory Group (EFRAG) guidelines under the Corporate Sustainability Reporting Directive (CSRD) and the Global Reporting Initiative (GRI) standards. This rigorous process enabled us to identify, evaluate, and prioritise ESG topics from two critical lenses:



This dual perspective ensures that our sustainability strategy is both impact-driven and value-protecting.

Robust Stakeholder Engagement: Listening to Those Who Matter

We believe meaningful progress begins with meaningful dialogue. As part of our focus on capturing diverse and informed perspectives in the materiality assessment, we engaged a wide range of internal and external stakeholders through targeted surveys and interactive workshops.



These engagements provided rich insights into stakeholder expectations, operational realities, and value chain dynamics—forming the foundation of a truly holistic ESG prioritisation.

Our Structured Double Materiality Process

We followed a transparent, four-step methodology to ensure objectivity, consistency, and alignment with global best practices:

1. Topic Identification

A comprehensive list of potential material topics was developed through peer benchmarking across the transmissions and automotive components sector, direct input from stakeholder consultations, in alignment with EFRA, CSRD, and GRI frameworks.

3. Impact and Financial Materiality Assessment

Every topic underwent a dual evaluation:

- **Impact Materiality (Inside-Out):** Assessed using four dimensions—**scale, scope, irremediability**, and **likelihood**
- **Financial Materiality (Outside-In):** Risks and opportunities scored by **magnitude** and **likelihood**

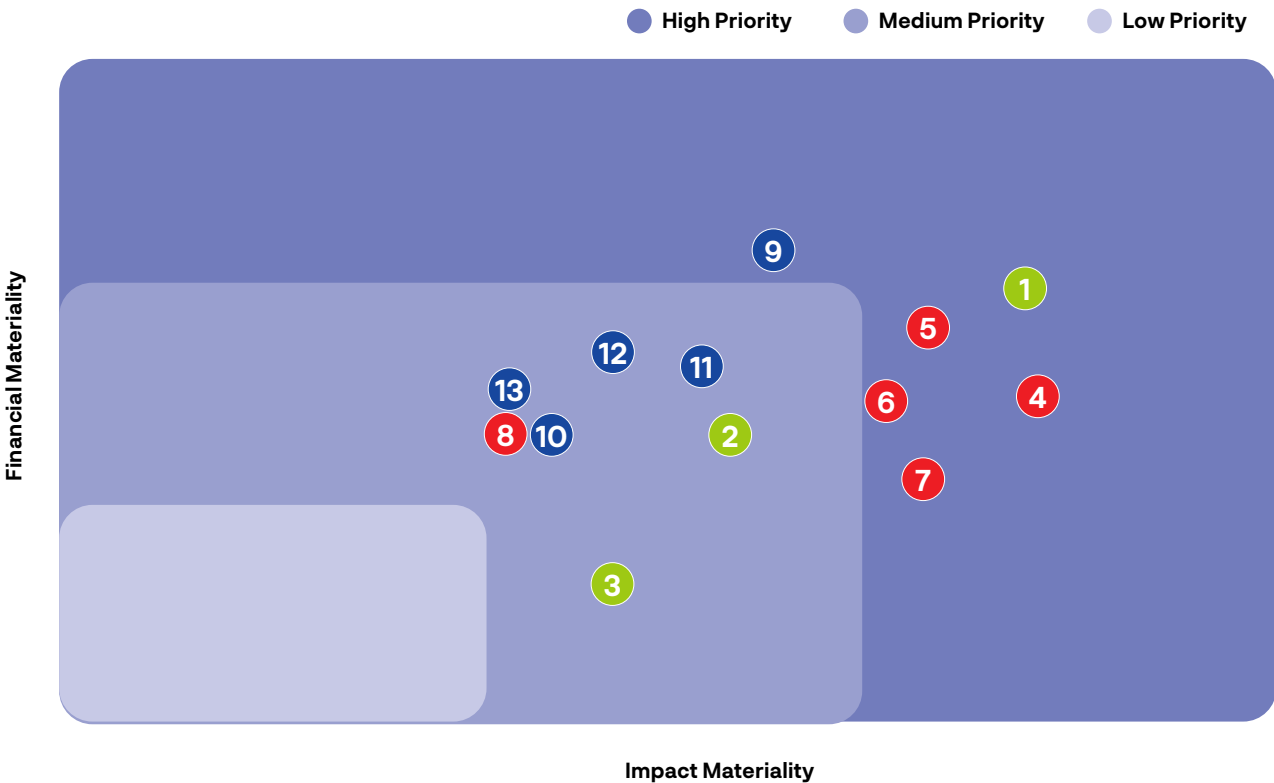
2. Stakeholder Relevance Scoring

To understand the significance of these material topics from a stakeholder perspective, we designed a structured questionnaire for various stakeholder groups. These groups were then asked to assess the relevance and urgency of each topic based on their expectations, experience, and knowledge of RSB's operations and value chain.

4. Materiality Matrix and Threshold-Based Prioritisation

Quantitative scores were plotted on a materiality matrix. A predefined scoring threshold validated by data distribution and strategic relevance classified topics as High Priority or Medium Priority. RSB management reviewed the material topics and their associated scores to evaluate their significance and completeness. Adjustments were made based on the feedback received from the management. A final materiality matrix was created based on the scores.

Double Materiality Matrix



Numbers indicate material topics as shown in the Materiality Matrix:

	ENVIRONMENT	SOCIAL	GOVERNANCE
High Priority	1 Climate Change & Energy Efficiency	4 Product Quality and Safety 5 Occupational Health & Safety 6 Human Capital Management 7 Local Communities	9 Corporate Governance & Business Ethics
Medium Priority	2 Waste and Water Management 3 Biodiversity	8 Human & Labour Rights	10 Supply Chain 11 Regulatory Compliance 12 Product Stewardship 13 Risk Management

Topics were categorised by priority, considering compliance, stakeholder expectations, and internal objectives, which guided the setting of targets and structured reporting.

ESG Goals: Driving Ambitious, Measurable Progress Toward 2030

Building on our double materiality assessment, RSB Transmissions has established a focused set of ESG goals that not only address our highest-priority material topics but also directly contribute to the United Nations Sustainable Development Goals (UN SDGs). This alignment underscores our commitment to global sustainability agendas, ensuring our efforts create shared value for society and the planet.

Environment

<div><div><div>7 AFFORDABLE AND CLEAN ENERGY</div><div>13 CLIMATE ACTION</div></div><div>Climate Change & Energy Efficiency</div></div>	<ul style="list-style-type: none">50% renewables in the energy mix45% reduction in Scope 1 & 2 emissions	<div><div>BASELINE 2024</div><div>TARGET YEAR 2030</div></div> <div><div>BASELINE 2024</div><div>TARGET YEAR 2030</div></div>
<div><div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div>Waste Mangement</div></div>	<ul style="list-style-type: none">50% landfill diversionDouble recycled content in selected products25% reduction in metal scrap intensity (per tonne of production)	<div><div>BASELINE 2025</div><div>TARGET YEAR 2030</div></div> <div><div>BASELINE 2025</div><div>TARGET YEAR 2030</div></div> <div><div>BASELINE 2025</div><div>TARGET YEAR 2030</div></div>
<div><div>6 CLEAN WATER AND SANITATION</div><div>Water Management</div></div>	<ul style="list-style-type: none">Reduce freshwater intensity by 5% per unit of production60% water neutrality across RSB's operations under its control	<div><div>BASELINE 2024</div><div>TARGET YEAR 2030</div></div> <div><div>BASELINE 2024</div><div>TARGET YEAR 2030</div></div>

Social

<div><div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div>Product Quality and Safety</div></div>	<ul style="list-style-type: none">100% of locations certified as per relevant Indian and global norms (IATF 16949, ISO 9001, etc.)Reduction in customer complaint rate by 50%Zero major recalls annually; minor recall rate <0.1%	<div>TARGET YEAR 2026</div> <div><div>BASELINE 2025</div><div>TARGET YEAR 2030</div></div> <div><div>BASELINE 2023</div><div>TARGET YEAR 2030</div></div>
<div><div>8 DECENT WORK AND ECONOMIC GROWTH</div><div>Occupational Health & Safety</div></div>	<ul style="list-style-type: none">Maintain Lost Time Injury Frequency Rate (LTIFR) <0.5All RSB locations ISO 45001 certified	<div>TARGET YEAR 2027</div>
<div><div>5 GENDER EQUALITY</div><div>8 DECENT WORK AND ECONOMIC GROWTH</div><div>Human Capital Management</div></div>	<ul style="list-style-type: none">5% annual increase in DEI hiringMaintain 90% coverage in employee wellness index through health insurance, wellness programme participation, periodic health checkups & OHS engagements.	<div><div>BASELINE 2025</div><div>TARGET YEAR 2030</div></div>
<div><div>4 QUALITY EDUCATION</div><div>11 SUSTAINABLE CITIES AND COMMUNITIES</div><div>Local Communities</div></div>	<ul style="list-style-type: none">Beneficiaries & Communities – Impact more than 2 lakh people (60% girls & women) and transform four marginalised communitiesHealthcare Outreach – Cover 600+ villages and 400+ slums through Project Sambhavi (cancer care)Environment & Resources – Plant 10,000+ trees (80–85% survival) and implement 2 water conservation projects	<div><div>BASELINE 2025</div><div>TARGET YEAR 2030</div></div> <div><div>BASELINE 2025</div><div>TARGET YEAR 2030</div></div> <div>TARGET YEAR 2030</div>

Governance



Corporate Governance & Business Ethics

- 100% annual completion of mandatory Code of Conduct and (Ethics and Compliance) training for all active employees and board members



Regulatory Compliance

- Strengthen effective management and transparent disclosure of regulatory compliance performance in line with BRSR principles and applicable regulations, supported by robust governance mechanisms and continuous improvement on a year-on-year basis through 2030.



Supply Chain

- Risk-based assessment of upstream value chain partners with high spend exposure and elevated ESG/compliance risks.
- Achieve full integration of value chain partners ESG and Scope 3 emissions into procurement processes, enabling transparent, live monitoring to support RSB's Net Zero supply chain goals

TARGET YEAR 2030



ESG strategy and roadmap development workshops facilitated cross-functional discussions to align goals, governance, and accountability



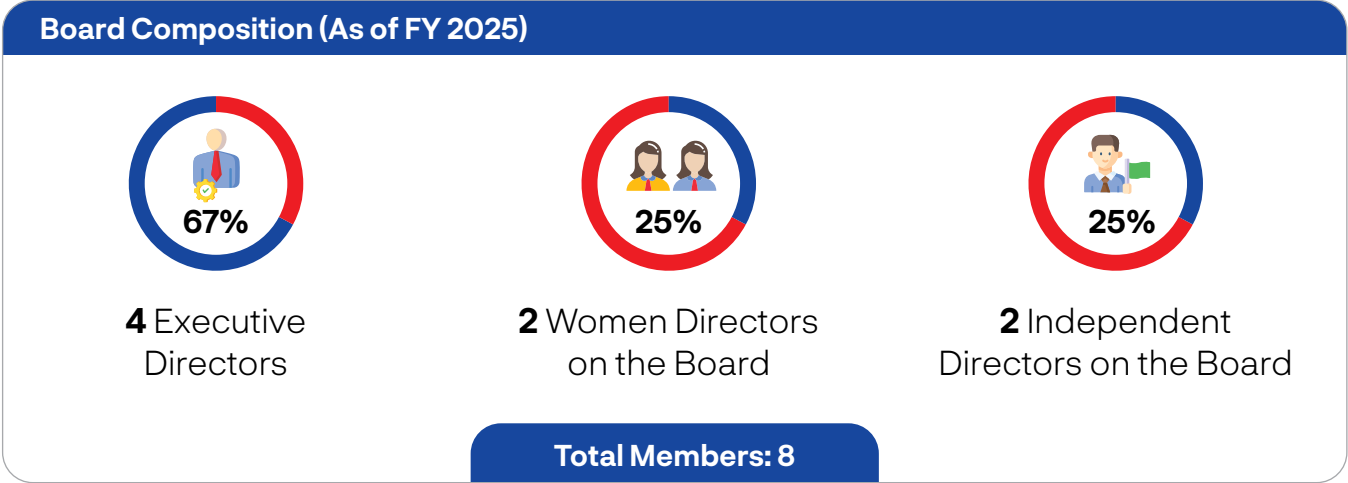
Engineering Ethical and Responsible Governance

Sound corporate governance forms the foundation of our business model and empowers us to lead with ethics and integrity, remain accountable, and operate transparently to create long-term stakeholder value. Robust governance mechanisms reflect our commitment to evolve responsibly and engineer a greener tomorrow. The framework builds on the core values on which our company was founded, making compliance and sustainability central to every decision. Under the oversight of a competent Board of Directors, we integrate ESG considerations across operations, linking strategy with responsible risk management and stakeholder trust. Structured policies and processes guide our systems and discipline from strategy to operations and disclosures. This approach helps us stay resilient, foster innovation, and strengthen relationships with customers, employees, investors, and communities.

Material Topics Addressed	Corporate Governance & Business Ethics	Regulatory Compliance	Product Stewardship	Risk Management	Supply Chain		
Contribution to UN SDGs	<div>3GOOD HEALTH AND WELL-BEING</div>	<div>8DECENT WORK AND ECONOMIC GROWTH</div>	<div>9INDUSTRY, INNOVATION AND INFRASTRUCTURE</div>	<div>12RESPONSIBLE CONSUMPTION AND PRODUCTION</div>	<div>13CLIMATE ACTION</div>	<div>16PEACE, JUSTICE AND STRONG INSTITUTIONS</div>	<div>17PARTNERSHIPS FOR THE GOALS</div>

Board of Directors

A competent Board of Directors that brings diverse experiences and expertise sets the company’s strategic direction, monitors risks, and oversees management performance. The Board has an adequate balance of executive directors and independent directors to facilitate free and fair decision-making for effective governance and safeguarding stakeholder interests.



Board of Directors



Mr. R. K. Behera
Chairman, RSB Group



Mr. S. K. Behera
Vice-Chairman & Managing Director



Mr. Rajnikant Behera
Whole-Time Director



Mr. Nishit Behera
Whole-Time Director



Ms. Vidya Rajarao
Non-Executive Independent Director



Dr. Shalini Sarin
Independent Director



Mr. Saahil Bhatia
Nominee Director



Mr. Rishi Mandawat
Nominee Director

GRI 2-9, GRI 2-11, GRI 405-1

Executive Leadership

The Executive Leadership team drives operational excellence and implements the Board’s strategic vision across global operations.



Mr. R. K. Behera
Chairman, RSB Group



Mr. S. K. Behera
Vice-Chairman & Managing Director



Mr. M. Sankaranarayanan
Executive Director-Operations



Ms. Nirmala Behera
Executive Director Group HR, Branding



Mr. Nishant Behera
President US and Mexico



Mr. Rajnikant Behera
Executive Director Aftermarket and Corporate Governance



Mr. Nishit Behera
Executive Director Business Development & New Product Development



Mr. Ajay Patil
Global Chief Financial Officer



Mr. Jatinder Bhatiya
Chief Procurement Officer



Mrs. Priyanka Behera
Corporate Social Responsibility Head, Deputy Head - ESG



Mr. Lalit Joshi
Chief Operating Officer CMI Vertical



Mr. Tusar Ranjan Routray
Head - Quality Excellence & ESG

RSB Foundation Leadership

Established in 2019 under the leadership of Ms. Priyanka R. Behera, we, at the RSB Foundation, advance the RSB Group’s commitment to social responsibility as a not-for-profit entity. Philanthropy sits at the core of our organisational purpose, and we embed it across all our programmes. We design and implement interventions that reflect our genuine commitment to societal progress, going beyond statutory compliance.

We drive inclusive development through sustainable, holistic, and need-based programmes that address critical social challenges. We aim to create positive, scalable, and measurable impact by enabling active community participation and building strategic

partnerships with government bodies, implementing agencies, and like-minded organisations.

We draw deep inspiration from the philanthropic ethos of Sir Jamshedji Tata. Over nearly five decades, the promoters and founders of the RSB Group have embedded these values into the Group’s culture, consistently channeling significant resources into meaningful philanthropic efforts, including the preservation of India’s cultural and ethical heritage.

We also remain active members of the Confederation of Indian Industry (CII), Mahratta Chamber of Commerce, Industries and Agriculture (MCCIA), and Pune International Centre (PIC).

Our interventions focus on the following priority areas:

Health

Education and Skill Development

Revival of Lost Arts and Culture

Women Empowerment

Rural and Slum Development

Disaster Management

Founders



Mr. R. K. Behera
Chairman, RSB Group



Mr. S. K. Behera
Vice-Chairman & Managing Director

Directors



Mrs. Priyanka Behera
Corporate Social Responsibility Head, Deputy Head - ESG

Lawyer, CSR Panel Member at CII, Indian Women Network (IWN) contributor, and award-winning CSR leader



Ms. Nirmala Behera
Executive Director Group HR, Branding

MBA in HR & Marketing, XLRI alumna, recognised for HR excellence, and active in women’s leadership forums

Board Committees

We strengthen governance through Board-level committees with defined responsibilities:



The Audit & Risk Committee has oversight of ESG matters that affect risk management, regulatory compliance, internal controls and external disclosures. This includes climate-related risks, environmental and health & safety compliance, data integrity, and the assurance of ESG-related information reported by the Company.



The Nomination & Remuneration Committee oversees ESG-related matters linked to leadership, people governance and organisational culture. Its remit includes Board composition, succession planning, leadership accountability, ethical conduct and the alignment of performance management and remuneration frameworks with RSB’s governance principles.



The CSR Committee provides guidance and oversight for the Company’s social responsibility agenda. It reviews the CSR strategy, statutory compliance, community development programmes, and the implementation and impact of social and environmental projects undertaken for the benefit of communities.

Through this integrated committee structure, RSB ensures that ESG related matters spanning risk management, people governance, ethical leadership and community impact are systematically considered at Board level, thereby reinforcing responsible business practices and supporting sustainable value creation.

Strengthening the Board’s Expertise in Sustainability

To enable informed decision making on sustainability and responsible business conduct, RSB continues to strengthen awareness and understanding of ESG matters at Board and senior leadership levels through the following measures:



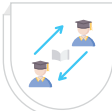
Expert-led ESG Workshops

Our Board members and senior leaders participate in ESG orientation and capacity-building sessions conducted by external experts, covering materiality, climate risk, BRSR/GRI alignment, and stakeholder expectations.



Management-led ESG Updates

Sustainability-related matters, including key initiatives, regulatory developments and material risks, are periodically communicated to senior management and the Board through established review and governance forums.



Exposure Through External Interactions

Board members and senior leaders are exposed to ESG developments through participation in industry engagements, customer interactions and relevant external forums, where appropriate.



Integration into Board Discussions

Sustainability considerations are discussed as part of broader business, risk, and compliance discussions at the Board level, ensuring that ESG aspects are considered in strategic and operational decision-making.

Board Evaluation

The Board conducts periodic evaluations to assess the effectiveness of its governance and oversight arrangements. This process is overseen by the Nomination & Remuneration Committee and is informed by internal reviews and structured discussions among Board members. The insights gained are used to enhance Board performance and strengthen governance practices. The Company will continue to consider opportunities to further develop and refine its Board evaluation processes over time, in line with evolving sustainability and governance expectations.



Codes and Policies

We reinforce governance with well-defined codes and policies, including:



Code of Conduct for Directors and Senior Management



Policy on Prevention of Sexual Harassment



Whistle blower and Vigil Mechanism Policy



Policy on Related Party Transactions



Ethics and Compliance Policy



Risk Management Policy



Human Rights Policy



Labour Policy



DEI Policy



Responsible Sourcing Policy



Sustainability Policy



Environment Policy



OHS Policy

These policies guide ethical decision-making and ensure regulatory compliance.

ESG Governance Framework

The Group-level ESG Central Committee leads ESG oversight, supported by sub-committees to develop strategy and design and deploy initiatives in a structured manner to create optimal impact. The sub-committees report on progress and challenges in sustainability initiatives to the Group ESG Team, which consolidates the findings and provides updates to the Board, ensuring accountability, monitoring, and continuous improvement.



Delegation of Responsibility

We have appointed senior executives with responsibility for managing ESG impacts across the organisation. Additionally, responsibility is delegated to employees in functional and operational roles, facilitating ESG integration across all levels.

Reporting Process and Frequency

RSB follows a structured approach to ESG monitoring and reporting, with oversight exercised through existing governance forums and management reviews.

- Periodic Internal Review**
ESG performance, priority initiatives, and compliance matters are reviewed on a periodic basis at management level. Material updates are communicated to senior management and, where appropriate, escalated for Board consideration via the relevant Board Committee.
- Annual ESG Update to the Board**
A consolidated update on ESG initiatives, performance highlights, and key focus areas is provided to the Board as part of the annual review and reporting cycle. This includes relevant inputs to support statutory reporting and sustainability disclosures.
- Issue-Based Escalation**
Material ESG-related matters, including compliance issues, operational risks and stakeholder concerns, are escalated through established management and governance channels to enable timely review and appropriate action.

Risk Management

We are committed to proactively identifying, assessing, and managing risks to safeguard our business continuity, stakeholder value, and regulatory compliance. Proactive risk governance mechanisms are integrated into strategic and operational decision-making across all levels of the organisation.

Risk Governance and Three Lines of Defence

We follow a robust governance framework incorporating the Three Lines of Defence model:



First Line – Operational Management

Department heads, plant managers, and functional teams own and manage risks within their operations, implementing controls, SOPs, and day-to-day monitoring.



Second Line – Risk & Compliance Functions

Risk management, compliance, and EHS teams provide independent oversight, guidance, and monitoring, ensuring that controls are adequate and aligned with internal policies and regulations.



Third Line – Internal Audit

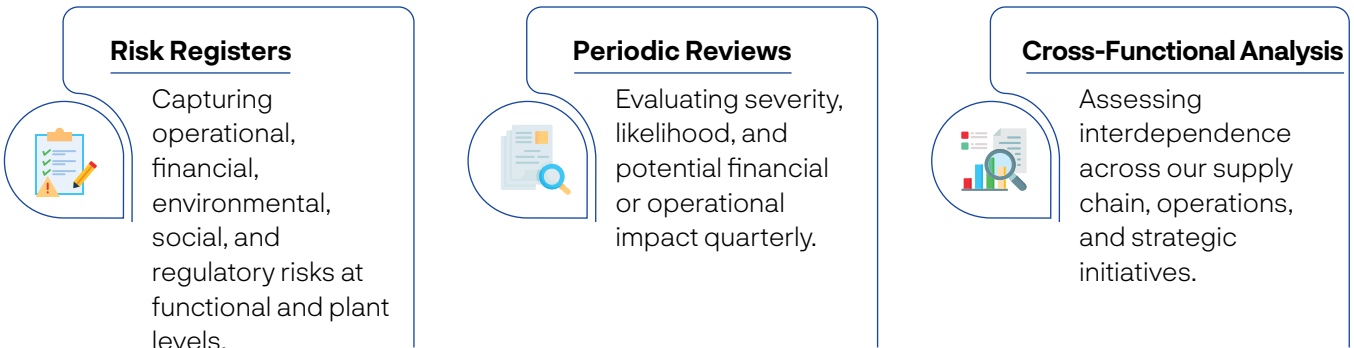
The Internal Audit function provides independent assurance on the effectiveness of risk management, internal controls, and governance processes, reporting directly to the Audit Committee.

The Board of Directors, supported by the Audit and ESG Committees, provides overall oversight, approves policies, and ensures that critical risks are addressed in a timely and effective manner.



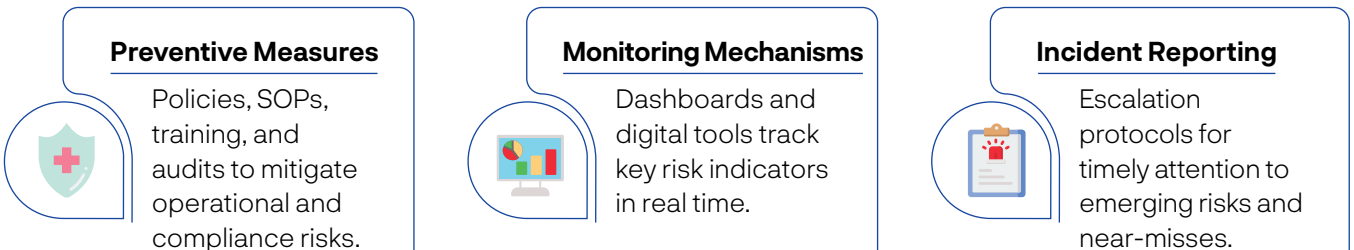
Risk Identification and Assessment

We systematically identify and assess risks through:



Risk Mitigation and Monitoring

Targeted actions are implemented to reduce risk exposure and enhance resilience:



Risk Integration and Continuous Improvement

Risk management initiatives are integrated into our strategic planning and capital allocation processes and guide our investment, procurement, and project decisions. The insights we draw from the Enterprise Risk Management (ERM) processes inform our contingency planning, business continuity, and crisis management.

Regular reviews and updates of our ERM framework to align with evolving business needs, regulatory requirements, and industry best practices ensure that we remain agile, resilient, and prepared for current and future challenges. We continuously evaluate emerging risks, including climate, cybersecurity, and regulatory changes, for potential impacts.



Business Ethics and Compliance with Laws and Regulations

We conduct business with integrity, fairness, and responsibility, adhering to applicable laws, regulations, and internal standards. Ongoing training, monitoring, grievance mechanisms, and periodic external reviews ensure ethical practices across the organisation.



Mr. Rajnikant Behera

Whole-time Director & Executive Director –
Aftermarket & Corporate Governance, RSB Group

At RSB, true responsibility begins after delivery—when reliability, service, and sustainability come together to create lasting value. Our commitment to strong corporate governance ensures that every decision upholds integrity, transparency, and stakeholder trust. Through our first Sustainability Report, we reaffirm that growth and responsibility must move forward hand in hand—because without trust, there can be no enduring progress, and without responsibility, no greener tomorrow.



Significant Non-Compliance

A significant instance of non-compliance is defined as any breach of legal, regulatory, or internal policies that causes:



Material impact on the environment, employees, or communities



Legal action, fines, or regulatory penalties



Disruption to operations or stakeholder relationships



Breach of ESG standards or reputational harm

Significance is determined based on the severity, scale, recurrence, regulatory thresholds, sector benchmarks, and alignment with internal controls and ESG policies.

Compliance Performance



No monetary fines were incurred during FY 2025



No non-monetary sanctions were imposed during the reporting year



No cases were brought through dispute resolution in FY 2025

In the event of any incidents, all cases are jointly assessed by the Legal & Compliance, Internal Audit, and Risk Management teams. Significant issues are escalated to the Board-level Audit or ESG Committees for review, corrective action, and disclosure, ensuring transparency, accountability, and alignment with ESG commitments.

Conflict of Interest Management

Conflicts of interest are managed through annual disclosures by Board members and Key Managerial Personnel (KMP), recusal from conflicting decisions, and oversight by Audit and Nomination & Remuneration Committees. Conflicts are disclosed transparently in statutory filings and the Annual Financial Report covering:



Cross-board memberships



Cross-shareholding with suppliers or partners



Controlling shareholders



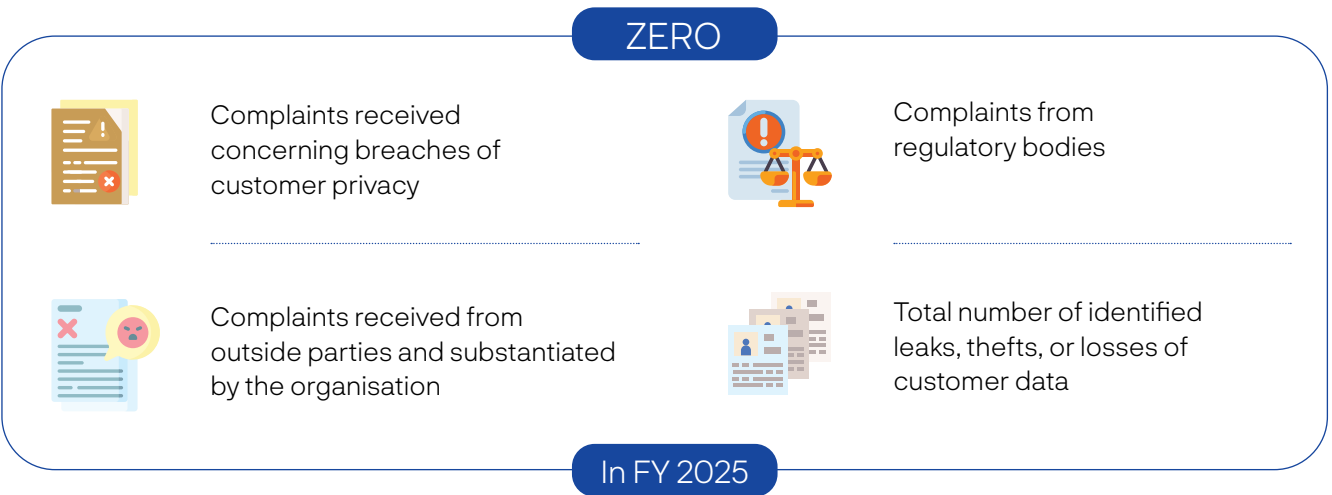
Related-party transactions

Governance Processes and Controls

Customer Privacy and Data Protection

Our commitment to stakeholder data protection, including customers, is integral to maintaining trust, regulatory compliance, and responsible business practices. Robust policies, controls, and monitoring mechanisms help safeguard customer information and prevent unauthorised access, loss, or misuse of data.

During FY 2025, we did not receive any substantiated complaints related to breaches of customer privacy, nor were there any incidents involving data leaks, thefts, or losses of customer information.



GRI 418-1

Responsible Supply Chain Management

At RSB, we manage our supply chain with a strong focus on sustainability, ethical practices, and responsible sourcing. We integrate environmental and social considerations from supplier onboarding to continuous performance monitoring, ensuring a resilient and responsible value chain.

- Supplier Screening and Assessment**
Evaluate all new suppliers against defined social and environmental criteria, including labour practices, environmental compliance, and responsible sourcing requirements. These assessments help us mitigate risks and onboard suppliers who align with our standards.
- Supplier Feedback and Performance Management**
Engage suppliers through structured feedback mechanisms covering relationships, contract terms, payment processes, and communication channels. Supplier performance is assessed based on quality, timeliness, contractual adherence, and ethical compliance. Insights from these evaluations strengthen collaboration and guide targeted improvements.
- Social Impact Management**
Monitor suppliers for actual and potential social impacts. Where concerns are identified, we work with suppliers to implement corrective measures. If issues persist, we may reconsider or discontinue the business relationship to maintain ethical integrity.
- Supplier Capacity Building**
Support suppliers through training programmes, development initiatives, and sharing of best practices to enhance their capabilities and improve long-term performance.
- Local Sourcing and Strategic Procurement**
Prioritise local suppliers—defined as vendors within the same state or a 250 km radius—to support regional economies and reduce our environmental footprint across significant locations of operation.
- Continuous Improvement and Ethical Practices**
Reinforce ethical and sustainable practices by ensuring supplier compliance with labour standards, environmental regulations, and responsible sourcing norms. Regular audits, feedback loops, and performance reviews drive continuous improvement and align our supply chain with RSB's ESG commitments.

GRI 308-1, GRI 414-1

Engineering a Sustainable and Cleaner Future

As a responsible business, integrating environmental stewardship into every facet of our operations is critical to realise our goal of engineering a greener tomorrow and create long-term value for our stakeholders. We align our actions with global standards and environmental regulations, building a business that supports both industrial growth and the well-being of the planet. We run responsible operations through innovation-driven, environment-friendly solutions that aim to optimise energy and resource use and reduce emissions and waste across our automotive production processes and supply chain.

Material Topics Addressed	Climate Change & Energy Efficiency	Water Management	Waste Management	Biodiversity	
Contribution to UN SDGs	<div>7 AFFORDABLE AND CLEAN ENERGY</div> 	<div>13 CLIMATE ACTION</div> 	<div>6 CLEAN WATER AND SANITATION</div> 	<div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> 	<div>15 LIFE ON LAND</div> 





All RSB units within the reporting boundary operate with certified ISO 14001:2015 Environmental Management Systems, ensuring compliance and accountability in line with the company's commitment to environmental management

Environmental Policy and Procedures

Our Board-driven ESG Strategy translates leadership intent into measurable environmental performance.

The Group Sustainability Policy directs all business verticals to:



Integrate circularity into design and sourcing decisions



Drive low-carbon and resource-efficient manufacturing



Comply with environmental laws and voluntarily exceed them wherever feasible



Engage employees, suppliers, and customers to co-create impact

A key aspect of our environmental protection strategy is expanding the use of renewable energy to power our operations, implementing solutions to continually decrease emissions and waste production and optimising re-source efficiency to reduce our overall ecological footprint. An unwavering focus on adhering to environmental laws underpins all our actions so we remain compliant with national and global regulations.

Sankara Narayanan

Executive Director, Operations, RSB Group

Sustainability is not a project; it is a mindset that begins with design, is refined on the shop floor, and is validated by customer satisfaction. Our aspiration is to decouple growth from resource use.



CERTIFICATE



This is to certify that

RSB Transmissions (I) Ltd.

6th Phase, Industrial Area
Gamharia
Jamshedpur – 832 108
Jharkhand
INDIA

has implemented and maintains an **Environmental Management System**.

Scope:
The Environmental activities and the supporting processes associated with the Manufacture of Propeller Shaft Components and Assembly and Manufacture of Precision Automotive Components of Gear Box, Axle and Engine.

Through an audit, documented in a report, it was verified that the management system fulfills the requirements of the following standard:

ISO 14001 : 2015

Certificate registration no. 20002507 UM15
Date of original certification 2006-10-13
Date of certification 2024-07-02
Valid until 2027-07-11



DQS Inc.

David Tellez
Managing Director



Accredited Body: DQS Inc., 1500 McConnor Parkway, Suite 400, Schaumburg, IL 60173 USA
Administrative Office: Deutsch Quality Systems (India) Pvt. Ltd., Ground Floor, South Wing, Vaishnavi Tech Park, Sy.No.16/1 and 17/2, Bellandur Gate, Sarjapur Main Road, Ambalipura, Bengaluru - 560102 – India
The validity of the certification can only be verified by the QR-code.

ISO 14001:2015 Environmental Management System Certification – Jamshedpur Unit

Climate Change

The urgent need to address climate change is a universal concern and a growing priority for responsible businesses such as ours, along with governments, civil society bodies and people globally. As we grow our presence in India and worldwide as a socially responsible manufacturer of automotive components and systems, we recognise the need to make meaningful contributions to global and national climate action endeavours. Our strategy focuses on improving energy efficiency and managing greenhouse gas (GHG) emissions across our operations.

Addressing Climate Change

We recognise that climate change poses both risks and opportunities that can impact our operations, costs, and long-term resilience. While we currently do not have a formal system to quantify the financial implications or revenue impacts of climate-related factors, we have initiated steps to develop the necessary frameworks and processes.



Our Approach

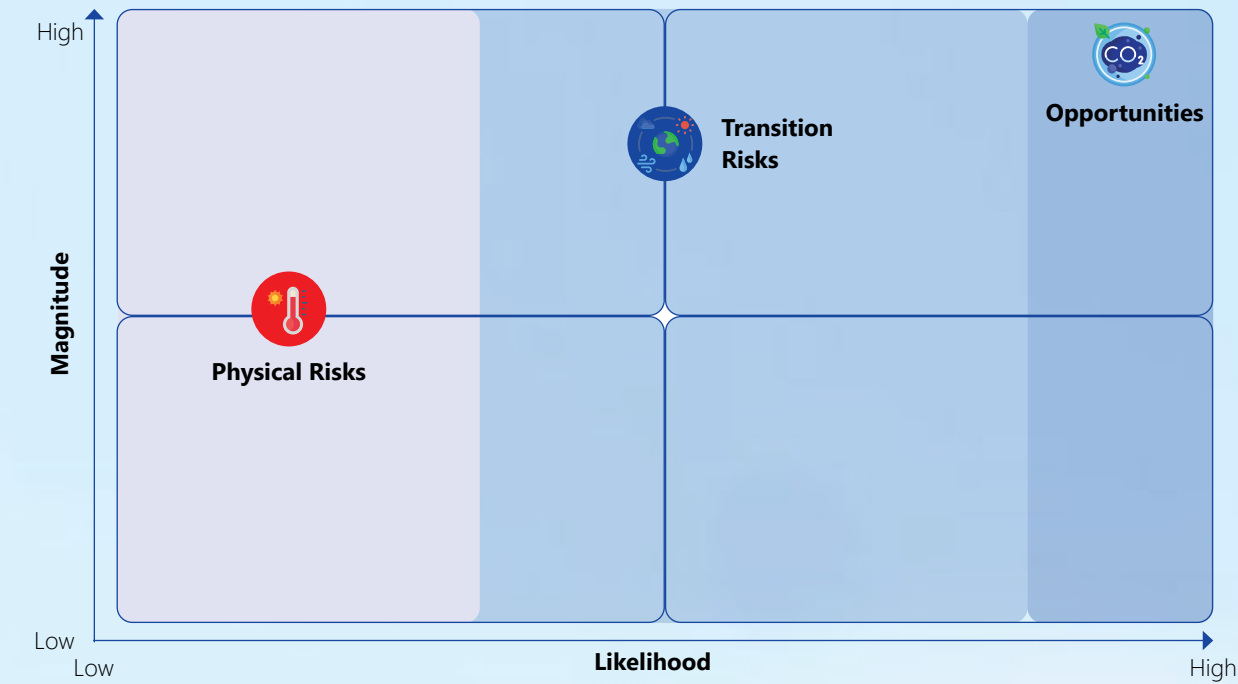
Gap Assessment and System Development:

In FY2025–26, we initiated a baseline climate risk assessment aligned with the Task Force on Climate-related Financial Disclosures (TCFD) principles. We plan to implement a system to evaluate financial impacts of climate change, including regulatory, physical, and market risks by FY2025–26. These assessments will be integrated into our enterprise risk management and capital planning processes.

Opportunities Considered:

We also recognise opportunities arising from decarbonisation investments, resource efficiency initiatives, and sustainable product development, which can strengthen market resilience and stakeholder trust.

Climate-Related Risks and Opportunities Matrix



Physical Risks	Transition Risks	Opportunities
Risk Driver		
Increased frequency of extreme weather events and rising temperatures, particularly affecting water-stressed regions.	Transition risks due to evolving climate regulations, such as carbon pricing, enhanced environmental disclosure (e.g., BRSR Core), and ESG compliance requirements from customers and regulators.	Rising demand for low-carbon, responsibly sourced components from OEM customers.
Timeframe		
Medium to long term (FY2026–FY2030)	Short to medium term (FY2024–FY2027)	Ongoing
Impacts		
Disruption in supply chain and transport operations Higher cooling and water treatment costs Potential health risks to outdoor workers	Increased reporting and compliance costs Changes in vendor or customer requirements	Competitive advantage through adoption of renewable energy and water neutrality programmes Improved stakeholder trust through sustainability disclosures Process innovation in energy and material efficiency
Magnitude		
Moderate (especially for water-intensive units)	Moderate to high (depending on facility location and supply chain exposure)	High (especially for export and auto motive sector-linked units)

Methods to Manage Climate-Related Risks and Opportunities

We have adopted a multi-pronged approach, which includes:



Renewable and lower-carbon energy

Commissioned a 4 MW solar plant in Pune and planning a 10 MW group captive solar project in Jamshedpur



Energy efficiency improvements

Implementation of LED retrofits, Variable Frequency Drives (VFDs), and Kaizen projects to optimise energy consumption



Water risk mitigation

Investment in water neutrality projects, including rainwater harvesting and reuse of treated water from Sewage Treatment Plants (STP) and Effluent Treatment Plants (ETP)



Process optimisation and emission control

Reduction of fugitive emissions and optimisation of furnace operations in energy-intensive units



Digital monitoring

Deployment of IoT-based systems for real-time energy and water usage tracking

Other initiatives include carbon capture and storage, fuel switching, renewable energy certificates, energy efficiency improvements, flaring/venting reduction, and carbon offset utilisation.

Energy Efficiency

The energy we need to power our manufacturing facilities is drawn from a mix of grid electricity and fossil fuels like high-speed diesel, LPG, and piped natural gas. As a strategy, we are continually exploring opportunities to increase the share of renewable energy to run our operations by investing in green power sources like solar and reducing our dependence on non-renewable sources.

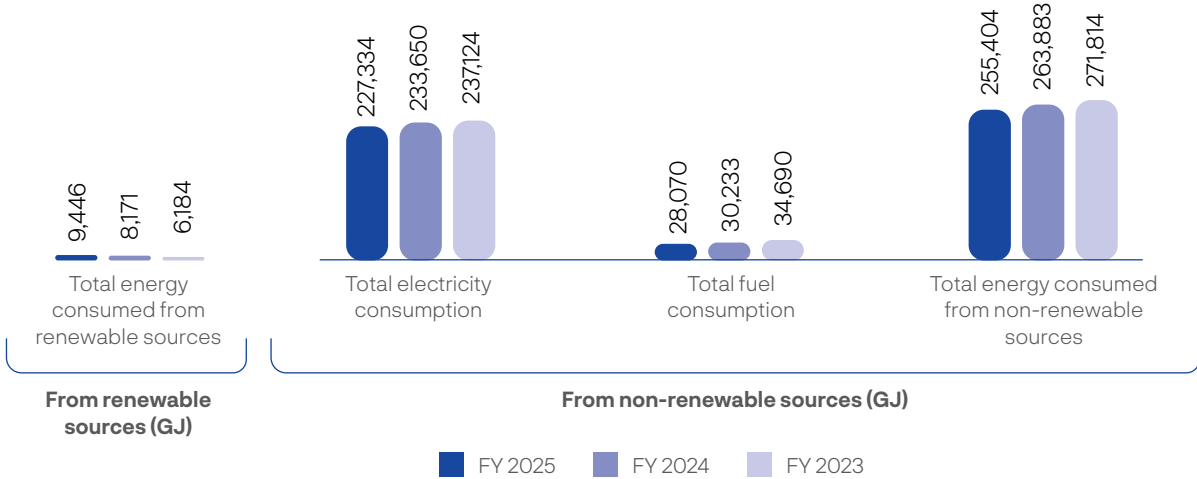
In FY 2025, 4% of our total electricity consumption

across manufacturing plants was sourced from renewable energy, marking steady progress toward our 2030 target of 50% Renewable Energy.

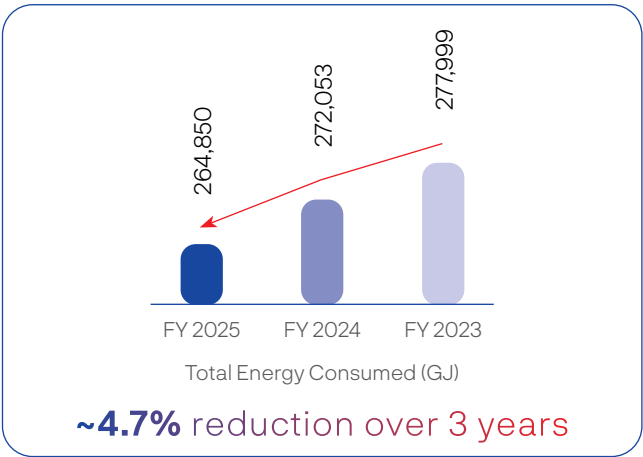


In FY 2025, our energy intensity (GJ/Metric Ton of production) was **1.5 GJ/metric tonne**, compared with **1.6 GJ/metric tonne** in FY 2024 and **1.8 GJ/metric tonne** in FY 2023. This represents an overall reduction of approximately **16%** in energy intensity since FY 2023, reflecting the continued impact of our energy efficiency measures

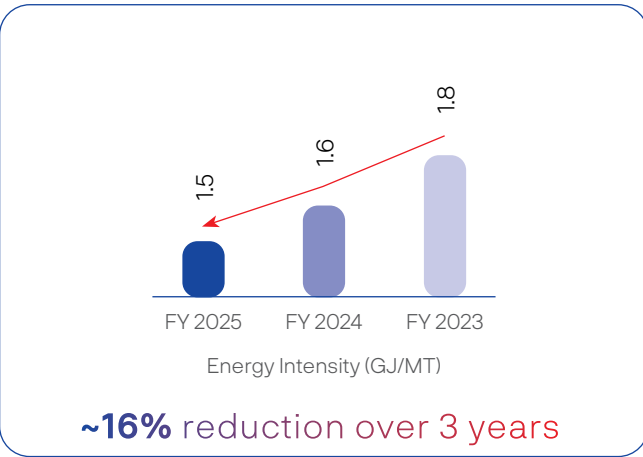
Energy Consumption



Energy Consumption



Energy Intensity



Building an Energy-Literate Workforce

True sustainability extends beyond technology and requires widespread awareness and active participation from people.

In partnership with the Energy Swaraj Foundation, RSB launched an energy literacy training programme through which nearly 1,000 employees successfully earned certifications for completing a twelve-module course.

The programme empowers participants to adopt the “Save Energy from Home” philosophy,

creating a powerful connection between everyday personal actions, enhanced industrial efficiency, and broader global climate objectives.

This employee-driven initiative aligns closely with leading global programmes such as Cummins’ Planet 2050 Ambassadors and Tata Motors’ Sustainability Champions, establishing RSB as a trailblazer in integrating climate literacy deeply into the manufacturing sector’s culture.

Key Energy Efficiency Initiatives

Initiative	Details	Energy Savings (kWh) per Year
Electrical Energy Optimisation	Improved energy efficiency through centralised air compressor systems	43,328
Enhanced Air Blast Cooling System	Upgraded implementation of air blast cooling in the Vertical Machining Centre	39,501
Chip Disposal System Upgrade	Improved chip disposal system in Vertical Machining Centre	11,550
Elesol Plates Installation	Installation of Elesol plates to boost energy efficiency	108,850
Power Saving via Machining Cycle	Replaced High-Speed Steel (HSS) drill with a more efficient option, reducing machining time and power consumption; now using lug drill, cutting time by ~49%	733,337
Pneumatic Seal Retrofit in Spline Rolling Machines	Modified to reduce air leakage and energy use caused by ineffective component-centring systems in spline rolling machines	30,660

GHG Emissions

Our strategy to reduce operational carbon footprint draws on three key levers:



Enhancing energy efficiency



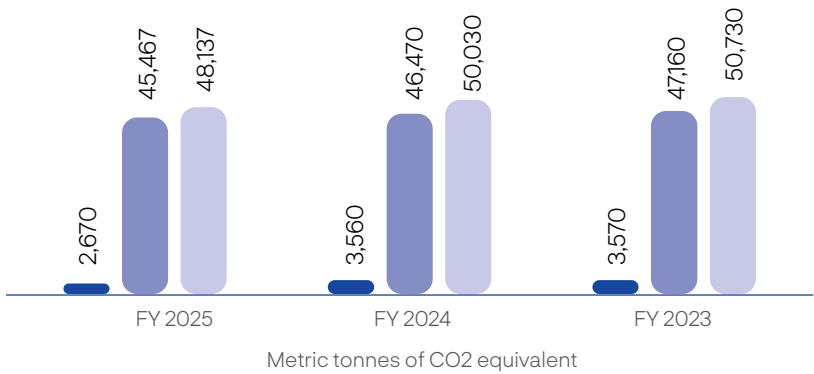
Reducing emissions from purchased power



Integrating renewable energy sources

We are making strategic investments in green energy solutions, process enhancements, and conservation techniques to manage our emissions. Adopting greener manufacturing practices is critical to reducing GHG emissions and protecting the environment, our people, and communities close to our operations.

Our Scope 1 emissions originate from the use of fuels such as LPG, PNG, diesel, petrol, and CNG. Scope 2 emissions are generated from electricity procured from the grid.



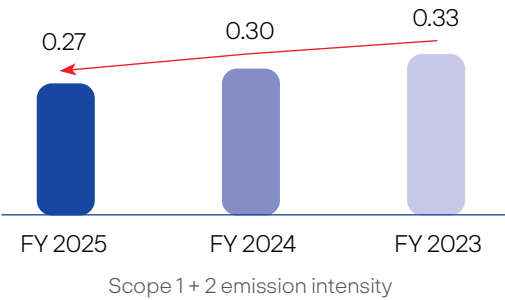
In FY 2025, Total GHG emissions from our operations stood at **48,137 tCO₂e**, with **6%** coming from Scope 1 sources and **94%** from Scope 2 sources

■ Scope 1 emissions ■ Scope 2 emissions ■ Total Scope 1 & 2 emissions

GRI 302-5
GRI 305-1, GRI 305-2, GRI 305-5

Emission Intensity

The impact of our emission reduction efforts has helped reduce our emissions intensity, or emissions generated per unit of goods produced, from 0.33 tCO₂e/t production in FY 2023 to 0.27 tCO₂e/t production in FY 2025.



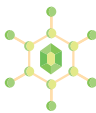
17% reduction in scope 1+2 emission intensity versus FY23

4 MW Solar Power Plant at Pune Plant

In April 2025, we commissioned a 4 MW grid-connected solar power plant at our Pune plant to significantly reduce reliance on fossil fuel-based grid electricity and advance our renewable energy goals.

Prior to this initiative, we sourced all our electricity from the State DISCOM grid, which predominantly supplied non-renewable energy. This dependency contributed to significant carbon emissions, prompting us to explore cleaner alternatives.

Key Highlights



Capacity: 4 MW (540 W monocrystalline PERC panels)



Annual generation: ~58 lakh units



CO₂ reduction: ~2,800 tons per year



GRI 305-4


Eliminating LPG-powered cutting for front profile operations at Jamshedpur Axle Plant


In April 2024, our Jamshedpur Axle Plant eliminated LPG-based gas cutting for front profile operations by shifting the process entirely to a Vertical Machining Centre (VMC) operated by electricity.


Previously, the operation consumed ~36 grams of LPG per axle, resulting in annual LPG consumption of 2,160 kgs and direct Scope 1 CO₂ emissions of approximately 6.48 tonnes, along with posing fire, heat, and fume-related safety risks.




Benefits Realised

- 

100% elimination of LPG usage (2,160 kg/year) and associated Scope 1 GHG emissions (~6.48 tons CO₂e/year)
- 

Elimination of fume exposure and heat zones, improving employee occupational health
- 

Zero fire or explosion risk from gas cylinders, significantly enhancing shopfloor safety
- 

Reduced handling and storage risks of LPG cylinders

This simple yet impactful process change demonstrates RSB's commitment to eliminating fossil fuel use in manufacturing, delivering measurable emission reductions, cost savings, and a safer workplace.

Key Emission Reduction Initiatives

Implemented electric forklifts, reducing reliance on fossil fuel-powered equipment and emissions in material handling operations



Introduced PNG across operations, with lower volume requirements than LPG, that helped reduce CO₂ emissions by 77% while improving operational efficiency and safety

Conserving Water Resources

Water is a vital shared resource not only to run our operations but to ensure the well-being of our people and communities in which we operate. Water conservation initiatives are key to our sustainable growth strategy. Recognising the importance of preserving this essential resource, we are

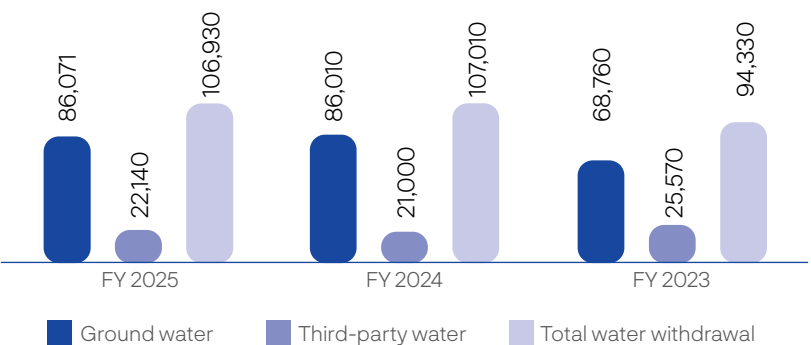
dedicated to fostering sustainable water practices across our manufacturing facilities. These efforts align with our vision of “Evolve Responsibly | Engineering a Greener Tomorrow” as we strive to lead by example in building a water-secure future.

We draw on surface and groundwater as well as third-party sources to secure the water we need to run our operations. Parallely, we closely monitor any water-related impacts through a combination of site-level assessments, regulatory

compliance checks, and group-level sustainability evaluations. The aim is to understand both direct and indirect impacts arising from operations, supply chain activities, and local ecosystem dependencies.

In FY 2025, our total water consumption was 107,180 KL

Water Withdrawal (KL)



Water Discharge (KL)

Our manufacturing facilities operate on a Zero Liquid Discharge (ZLD) basis, ensuring that no industrial effluent is discharged into the environment. To achieve ZLD, we have installed dedicated Effluent Treatment Plants (ETPs) for processing industrial wastewater and Sewage Treatment Plants (STPs) for handling domestic sewage at our plants.

We use water responsibly by monitoring consumption and reducing usage through:



Deploying innovative water-saving technologies and solutions



Expanding rainwater harvesting capabilities and enhancing recycling and reuse to reduce reliance on freshwater sources



Protecting local water ecosystems to prevent scarcity that can impact our business and communities

Treated Water Reuse in Phosphating and Painting at Lucknow Propeller Shaft Division

In October 2024, our Lucknow Propeller Shaft Division connected the Effluent Treatment Plant (ETP) treated water pipeline directly to the phosphating tank, enabling reuse of treated water in both phosphating and painting processes.

Previously, the phosphating tank required 2,000 litres of fresh groundwater daily. With this modification, treated water now fully substitutes fresh water in these operations.

Benefits Realized



Daily saving of 2,000 litres of fresh groundwater



Annual freshwater consumption reduced by ~20% at the unit



Lower groundwater extraction and reduced strain on local water resources



Improved closed-loop water management and enhanced environmental compliance

This initiative reflects RSB's focus on circular water use, delivering significant resource conservation with zero additional investment.



The optimisation of cooling tower operations delivered annual water savings of **525,000 litres**

Key Water Conservation Measures

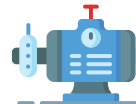
Cooling tower efficiency in friction welding by improving the system layout, which included:



Unified cooling tower operation for two machines to optimise cooling



Managing standby mode efficiently through an additional shut-off valve



Reducing pump flow from 55–60 LPM to 20–25 LPM

Rainwater Harvesting

A rainwater harvesting system was installed at the Pune facility to capture and utilise natural water resources.



ETP & STP Systems

Instituted robust Effluent Treatment Plant (ETP) and Sewage Treatment Plants at the Pune location to treat and reuse wastewater effectively, in compliance with environmental standards and regulations.

Managing our Waste

Addressing the growing volume of waste and its impact on people and the planet is a critical issue for building a sustainable business and efficient manufacturing process. Guided by our aim to Evolve Responsibly for Engineering a Greener Tomorrow, we apply circular economy

principles and the 3R approach—Reduce, Reuse, Recycle—to limit the use of fresh resources and cut environmental impact. Our waste management efforts focus on reducing landfill volumes and promoting responsible handling across our operations.



Our waste management strategies focus on :



Reducing waste generation



Scaling recycling and reuse initiatives



Promoting safe disposal practices

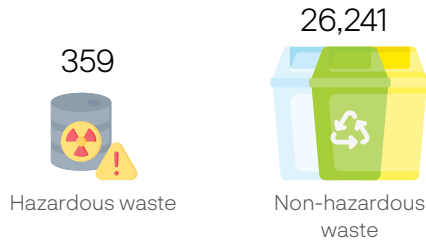
These strategies cover both hazardous and non-hazardous categories and are governed by a stringent compliance framework. Hazardous waste is handled in accordance with local and national regulatory standards, in close coordination with State Pollution Control Boards (SPCB) and accredited third-party vendors. These partners are entrusted with the safe transportation, recycling, and disposal of waste. Across all facilities, our local teams ensure strict oversight, working only with authorised entities and upholding the highest standards of safety and regulatory alignment.

In terms of volume, we responsibly handled 359 metric tonnes (MT)

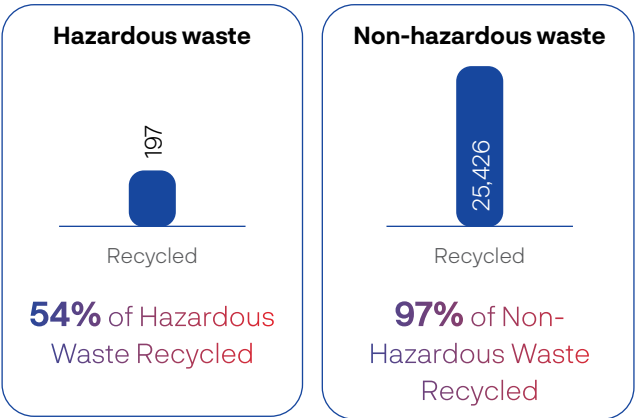


Throughout the reporting period, we had zero incidents of significant spills. Additionally, due to the effectiveness of our effluent management practices, we reported a negligible impact on local water bodies

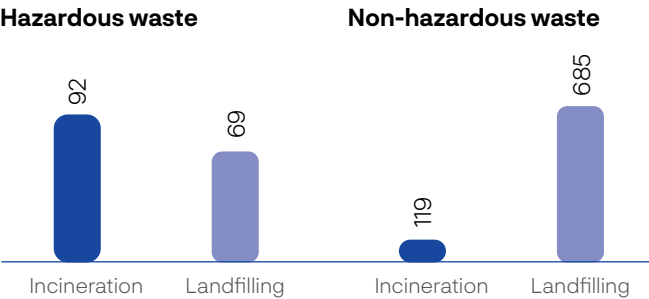
Waste Generated (MT)



Waste Diverted from Disposal (MT)



Waste Disposed (MT)



Specialised Treatment and Safe Disposal of Hazardous Substances

The hazardous waste generated from our operations, including oil-soaked cotton waste, empty oil barrels, ETP sludge, phosphate sludge, and similar materials, is handled with the highest priority to safeguard the environment and comply with regulations. These hazardous substances are carefully separated, stored in designated locations, and transferred to government-approved vendors skilled in recycling, incineration, or safe disposal of such waste. Adhering to the Hazardous and Other Wastes (Management and Transboundary Movement) Rules 2016 and its updates, our method ensures the prevention of environmental pollution while reinforcing our pledge to responsible and sustainable waste management practices.



Key Initiatives for Responsible Waste Management

Promoting Circularity to Create Value from Waste

The casting plant launched a critical initiative to enhance material circularity by preferring scrap-based inputs over virgin raw materials. During FY 2025, the casting plant produced 8,370 MT of castings, utilising 7,771 MT of scrap, including Cold Rolled Close Annealed scrap, Mild Steel scrap, and steel chips, to achieve this output.



Transition from Plastic to Corrugated Packaging – Pantnagar (AL Line)

To reduce non-biodegradable waste and improve packaging sustainability, the Pantnagar plant replaced single-use plastic packaging on the AL line with fully recyclable corrugated boxes. Earlier, extensive plastic use generated avoidable land and soil pollution and increased disposal handling costs. From July to November 2024, RSB redesigned packaging specifications, tested alternative corrugated materials, and implemented them across storage and line-feeding operations. The new solution ensures no compromise on product quality, handling safety, or operational efficiency. The initiative has significantly reduced plastic waste generation, lowered recurring packaging and disposal costs, and improved shopfloor convenience due to easier stacking and disposal. Positive feedback from operations and stores teams confirms strong acceptance and replicability.



Optimisation of Packaging Material

We recognise that corrugated solutions offer recyclability and cost-effectiveness. In the reporting year, we transitioned from using heavy wooden crates to lightweight corrugated/engineered packaging for transportation, which helped us decrease wood usage and preserve forests, reduce packaging waste and further circularity and enhance logistics efficiency through lighter weight and improved stackability.



Protecting and Preserving Biodiversity

We are deeply committed to safeguarding biodiversity, reducing the environmental impact of our operations, and promoting ecological harmony around our facilities, as outlined in our Sustainability Policy. This includes avoiding ecologically sensitive areas during project planning, fostering tree planting and greenbelt development, adhering to zero-discharge standards,

and maintaining a no-net-loss principle for biodiversity during expansion projects. These principles are consistently applied across all our business operations including, manufacturing plants, project sites, and offices and, where possible, extended to our value chain, including suppliers and community partners.

Environmental Commitment

All our plants and operational units are situated within designated industrial zones, approved by regulatory authorities, and are neither located in nor adjacent to ecologically sensitive regions, including protected

areas, wildlife corridors, or Key Biodiversity Areas (KBAs). As a result, our operations do not directly cause biodiversity loss through habitat disturbance or encroachment.

Despite this, we proactively enhance biodiversity within our premises through:



Establishing greenbelts and Miyawaki forest zones at plant sites



Implementing dust and effluent management to avoid environmental harm



Conducting community-based tree-planting and biodiversity education programmes

Key Initiatives to Promote Biodiversity



Miyawaki Forests

We have introduced dense urban forest models using the Miyawaki technique at feasible plant locations to boost native biodiversity, improve soil quality, and enhance carbon sequestration.



Greenbelt Development

Both new and existing sites are encouraged to preserve or increase green cover to mitigate the effects of operations on local ecosystems.



Community Plantation Drives

RSB actively participates in or collaborates on community-led afforestation initiatives near our facilities, supporting broader landscape biodiversity

RSB Miyawaki Forest – Regenerating Biodiversity, One Plant at a Time



The Miyawaki Method – Forests That Grow 10x Faster and 30x Denser

The Miyawaki Forest technique was developed by Dr. Akira Miyawaki, a renowned Japanese botanist and ecologist, based on his extensive research on native vegetation and natural forest regeneration.

Unlike conventional plantations, the Miyawaki method focuses on recreating natural, native forests by planting a dense mix of indigenous species in a carefully prepared soil matrix. This results in multi-layered forests that include shrubs, sub-trees, canopy trees, and climbers – mimicking the composition of virgin forests found in the region.

RSB adopted this method to:



Maximize green cover in limited industrial spaces.



Revive native biodiversity, including pollinators, birds, and underground microbes.



Enhance carbon sequestration, reduce ambient heat, and build nature-positive industrial campuses.

As part of its commitment to environmental stewardship and biodiversity restoration, RSB Group has adopted the Miyawaki afforestation technique across its major plant locations. This initiative aligns our broader sustainability goals under SDG 13 (Climate Action) and SDG 15 (Life on Land), while fostering employee engagement and community involvement.



The Miyawaki Forest method enables the rapid development of dense, native, and self-sustaining forests in small urban or industrial land parcels. Starting in FY 2024–25, RSB successfully implemented Miyawaki forests at the following locations:

- Jamshedpur
- Lucknow
- Pantnagar
- Pune
- Dharwad

Key Features and Outcomes:

- Over 3,000 native saplings planted collectively across five sites.
- Forests developed in small unused land patches ranging around 100 sq.m. per location.
- Biodiversity boost: Each forest patch comprises 10–15 native species, promoting ecological balance.

- Rapid growth: Forests reach 10x faster maturity and are 30x denser than traditional plantations.
- Zero-maintenance after 2–3 years due to self-sustainability.
- Involvement of RSB employees in plantation drives – reinforcing environmental and Biodiversity awareness.

Environmental Impact (FY 2024–25):

- Estimated CO₂ sequestration potential: ~80–100 tons over the next 10 years.
- Temperature regulation and improved microclimate around industrial premises.
- Enhanced soil quality and water retention capacity.

This initiative marks RSB's transition from symbolic greening to impact-driven ecological restoration and serves as a scalable model for other industrial units.

Engineering Empowered and Resilient Communities

Material Topics Addressed	Human Capital Management	Occupational Health & Safety	Human & Labour Rights	Product Quality and Safety	Local Communities				
Contribution to UN SDGs									

As an organisation committed to responsible growth, we place the well-being and empowerment of our people, partners, customers, and communities at the heart of everything we do. Social stewardship is woven into our business, creating enduring value for all who power our success. Our inclusive workplaces celebrate diversity, uphold human rights, and prioritise the safety, health, and well-being of our employees. Powered by our innovation, leadership and advanced technology, we deliver high-quality, safe products that enhance productivity for our customers. We engage with our partners transparently and ethically, empowering them to grow and stay resilient. Our community initiatives are designed to address critical social and environmental challenges, testifying to our belief in compassion and care. Guided by the theme “Evolve Responsibly | Engineering a Greener Tomorrow”, we will continue to facilitate social well-being while building a greener, more equitable future for people and the planet.





Ms. Nirmala Behera

Executive Director
Human Resources & Branding, RSB Group

At RSB, our people are our greatest strength and the true ambassadors of our brand. We are building a culture rooted in trust, inclusion, and empowerment—where every individual feels valued, supported, and inspired to grow. Through our focus on well-being, learning, and diversity, we are nurturing a future-ready workforce that drives innovation with integrity. As a brand, RSB is built on the foundation of reflecting our belief that when people thrive, organizations and communities flourish—creating a stronger, more sustainable future together.

Our People

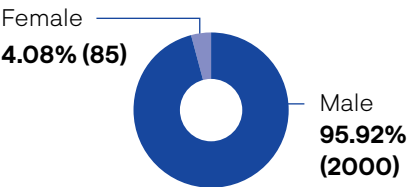


The expertise and dedication of our 2,134 employees, and their passion for what they do, drive our success. Over the past five decades, their contribution has powered our growth and shaped our journey towards becoming one of the world’s leading socially responsible manufacturers of automotive components and systems. Every achievement reflects the strength of our people and their skill, purpose, and innovation at work each day. We continue to attract, nurture, and retain a vibrant talent base that fuels our progress as we expand our presence across India and global markets.

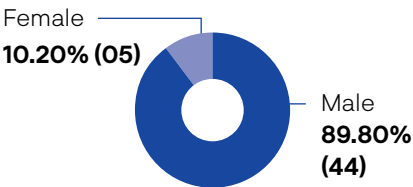
In April 2025, we were certified as a Great Place to Work, reflecting the trust, care, and empowerment that define our culture. This recognition reinforces our belief that when people grow and feel valued, the organisation grows stronger with them.

Workforce Composition

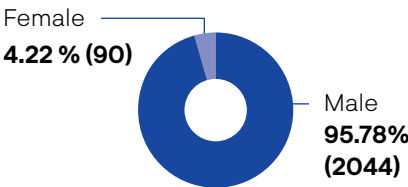
Permanent Employees



Other than Permanent Employees*



Total employees



Non-Direct Employees

We oversee 4,533 non-direct employees (4,363 male, 165 female) who support production, maintenance, material handling, logistics, housekeeping, and administrative functions. Though employed through contractual and agency arrangements, we supervise their work under formal agreements to ensure

compliance with labor laws, safety standards, and ethical employment practices. Our non-permanent workforce also contributes to quality, HR, finance, IT, apprenticeship, and skill-development programs, with equal opportunity, fair treatment, and adherence to all statutory and business requirements.

*Includes Consultants, Associates, Apprentices, and other enrolled by RSB
GRI 2-7, GRI 2-8, GRI 405-1

Human Capital Management

Attracting Talent

We attract the talent we need through a structured and targeted approach that draws from both campuses and lateral hiring. This helps us bring on board professionals who can steer the organisation along the sustainable growth path we have set for ourselves.

As an equal-opportunity employer, we assess every candidate purely on merit and their alignment with our values of integrity, ethics, collaboration, respect, and customer orientation. We are firmly against discrimination of any kind and remain dedicated to creating an inclusive environment where everyone can thrive.



Category	<30 Years		30–50 Years		>50 Years	
	Male	Female	Male	Female	Male	Female
Permanent Workforce	46	12	91	55	15	0

152 males, and 67 females hired during the reporting year

Internship and Early Talent Development

We also run internship programmes throughout the year for students from Information Technology, Human Resources, Finance, and General Management. Interns gain practical experience, work on real business projects, and collaborate with

teams across the organisation. Engaging young talent early helps us prepare students for their future careers, build a strong pool of potential talent and strengthen our position as an employer of choice.

Employee Retention and Transition Management

We continuously monitor employee turnover to understand workforce trends and maintain a stable, engaged, and productive team. During the reporting year, our permanent workforce turnover rates were 5.76% for male employees and 13.07% for female employees. These insights help us strengthen retention strategies, address early resignation triggers, and provide targeted career development opportunities, ensuring continuity in driving sustainable growth.

In addition, in the event of significant operational changes that could substantially affect employees, we provide a minimum of eight weeks’ notice to employees and their representatives. This approach promotes transparency, preparedness, and respectful transition planning, reflecting our commitment to supporting our workforce through change.

GRI 401-1, GRI 402-1

Learning and Development

We focus on continuously developing the capabilities of our employees and contract workmen to strengthen workforce readiness, enhance long-term employability, and keep pace with evolving industry standards. Our employees have access to ongoing mentoring and learning opportunities that help them remain productive, agile, and professionally fulfilled.

Structured training pathways, such as the Graduate Engineer Trainee Programme, play a crucial role in building confidence early in their careers while deepening technical expertise and leadership capability. We implement a wide range of structured programmes to enhance technical, behavioural, functional, and digital competencies across our workforce, tailored to the needs of different employee categories, including shop floor workers, engineers, executives, and management staff.



Total training hours: Male employees: **153,888 hours**
Total training hours: Female employees: **6,120 hours**

Our skill development and capability-building initiatives include:



Technical Training
Computer Numerical Control (CNC) programming, Computer-Aided Design (CAD) and Computer-Aided Manufacturing (CAM), tool design, welding technology, paint shop operations, and advanced manufacturing techniques.



Functional Training
Finance for non-finance professionals, quality systems (Technical Specification/ International Organization for Standardization – TS/ISO), Total Productive Maintenance (TPM), and Six Sigma methodologies.



Behavioural and Leadership Programmes
Supervisory development, communication, team management, and problem-solving skills.



Digital and Information Technology Upskilling
Enterprise Resource Planning (ERP) system usage (SAP), Microsoft Excel, data analytics, and digital lean tools.

Training is delivered through a combination of in-house faculty, external experts, and e-learning platforms. Programmes are customised based on functional needs, skill matrices, and individual development plans (IDPs). Our Learning Management System (LMS) tracks training hours,

participation rates, and feedback to ensure continuous improvement. Contract workers and apprentices also receive structured job skill and safety training to build operational capability and promote a culture of safety and inclusion.

Category	Total Training Hours	
Senior management	1656	
Middle management	3912	
Junior management	15600	
SPR	528	
Staff	4680	
Associate	24144	
DET	72	
GET	16	
WT	24	
Off-Roll Employees	Male	Female
	104832	3960

Graduate Engineer Trainee (GET) Programme

The GET programme offers aspiring engineers a strong start to their professional journey. Over the course of a year, trainees gain first-hand exposure to RSB's operations, technologies, and values that shape responsible engineering.

Mentoring and hands-on training form the backbone of this experience. Each GET works alongside experienced professionals, learning to translate theory into practice and to think innovatively about real-world challenges. The programme is designed to strengthen technical expertise, instil leadership qualities, and prepare young engineers to take on future roles across RSB's diverse functions.

Training Delivery and Customisation

Training is delivered through a blended approach that combines in-house expertise, external trainers, and online learning platforms. Employee training plans are customised to address the needs of various functional roles, skill matrices, and individual development plans (IDPs). Contract workers and apprentices receive essential job skills and safety training. Participation and learning hours are monitored through a centralised Learning Management System (LMS).

A blended approach for training



In-house faculty



External trainers



E-learning platforms

ESG Training

We train employees and contract workforce on key ESG priorities to strengthen understanding and delivery of our sustainability goals and strategic actions. These programs build awareness, skills, and accountability across all levels, ensuring effective implementation and measurable impact. Integrating ESG principles into daily operations enhances our collective contribution to responsible and sustainable growth.



Key Focus Areas of ESG Training:

Material Topics Awareness:
Understand RSB's material issues and their impact on stakeholders, the value chain, and long-term business sustainability.

Operational Excellence:
Apply environmental stewardship in energy efficiency, waste reduction, water conservation, and carbon reduction initiatives.

Human Capital Management:
Promote employee well-being, skill development, and inclusion to strengthen resilience and engagement.

Occupational Health, Safety & Environment (SHE):
Follow safe work practices, emergency preparedness, and maintain a zero-harm culture.

Ethics and Governance:
Uphold compliance, integrity, and transparency in all business activities.

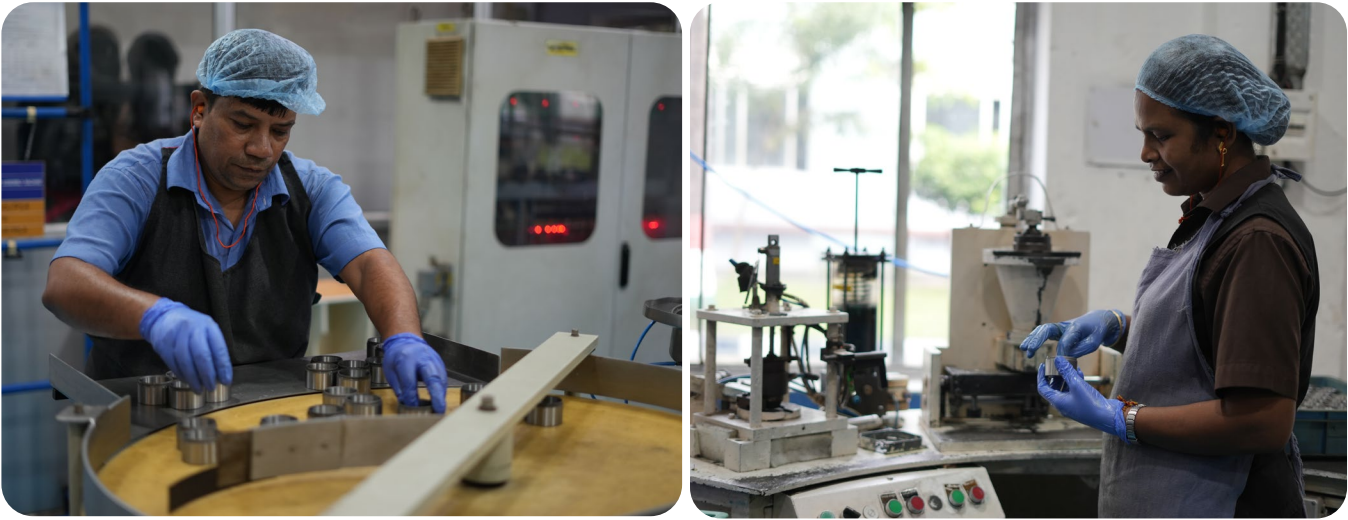
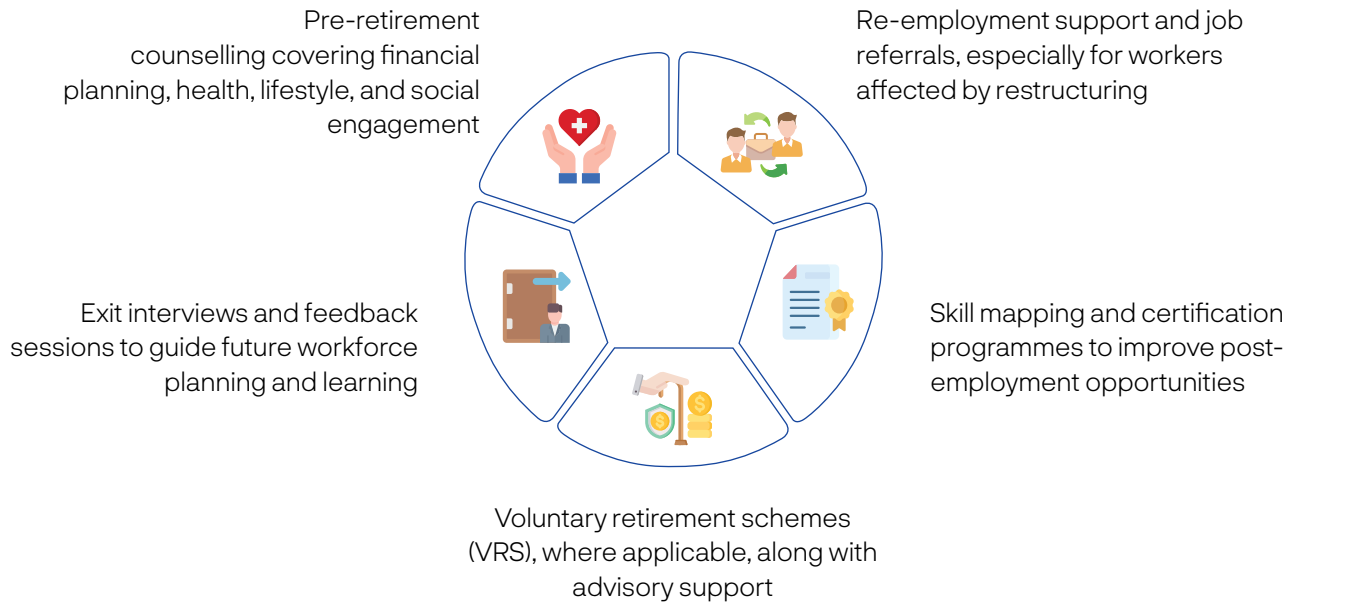
Responsible Supply Chain:
Ensure suppliers align with RSB's ESG Code of Conduct, human rights standards, and sustainability requirements.

Climate Action and Net-Zero Transition: Implement decarbonization projects and integrate renewable energy and circular economy initiatives.

Diversity, Equity & Inclusion (DEI): Foster respect, equal opportunity, and an inclusive workplace culture.

Managing Career Transitions with Care and Dignity

We offer structured programmes designed to help employees handle career transitions and navigate change better, whether they are approaching retirement, exploring new opportunities, or affected by organisational restructuring. These initiatives provide practical guidance, emotional support, and skill development to help employees plan their next steps while continuing to feel valued as part of the RSB family.



ePathshala – Transforming Learning Experiences Sustainably

As part of our strategic focus on continually enhancing the learning experience of employees and improving the impact of training and development initiatives, we launched ePathshala, a centralised digital learning platform, in February 2025.

Previously, training was conducted using traditional methods that required in-person participation, which limited flexibility and scalability. These sessions also depended on printed materials, leading to higher paper consumption and related carbon emissions.

Our commitment to leveraging technology for employee development led to the creation of ePathshala to serve as a digital classroom offering a seamless option for anytime, anywhere learning. Training content on the platform is mapped to organisational needs, ensuring effective

integration with business goals. Since the rollout of the platform, we have realised several environmental and operational benefits, including improved learning journeys and lower carbon emissions from reduced travel and paper usage

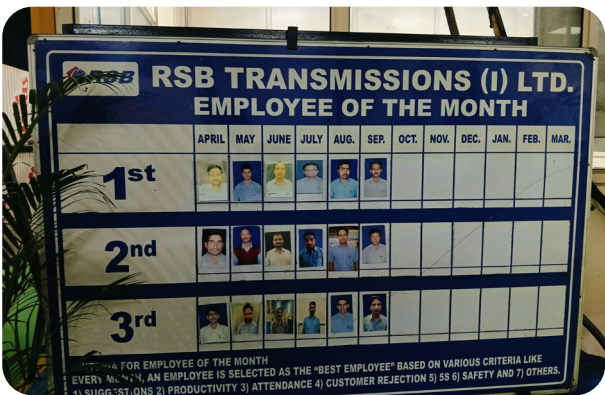


Rewards and Recognition

We celebrate the dedication and achievements of our people through a culture of recognition that values contribution, innovation, and excellence.

Employee of the Month

In August 2024, the Lucknow plant hosted its Employee of the Month programme to recognise outstanding performance across the workforce. Across the Group, 85 employees were recognised, including 15 women, for their exceptional contributions in areas such as Kaizen, Safety, Environment, Cost Optimization, Innovation, and Team Building. The event highlighted RSB's commitment to valuing women's work, providing equal opportunities, and fostering a culture of recognition without discrimination.



Employee Engagement

We believe that an engaged, inspired and connected workforce drives innovation, productivity, and long-term success. Our employee engagement initiatives focus on creating a supportive environment where work-life balance, inclusion, and mutual respect enable people to bring their best selves to work.

Diversity and Inclusion

As an organisation, we view the diversity of our people their expertise, perspectives, cultures, gender, and age as a strategic lever that allows us to tap into a broad range of experiences, fostering creativity and innovation across teams. Guided by our core values of cooperation, fairness, transparency, and empathy, we have built a workplace where everyone feels valued and supported. Recognising the unique advantage diversity and inclusion bring to our business, we maintain zero

tolerance for discrimination of any kind. Every individual, regardless of background, gender, age, or culture, has equal access to growth opportunities and is assessed on merit and contribution alone.

We are continually exploring ways to strengthen the diversity of our workforce as we expand our footprint, and gender diversity remains a key focus within this broader strategy.

Ek Pahal: RSB's Commitment to Women's Empowerment

Empowerment begins with opportunity, and at RSB, we believe that every woman deserves the chance to learn, grow, and lead with confidence. Ek Pahal, our flagship programme, focuses on enabling the socioeconomic empowerment of women within the organisation and across the communities we serve. The programme helps women build pathways to independence and self-reliance through education, training, and awareness, helping. The initiative is anchored on four key pillars, each designed to address critical aspects of women's empowerment and wellbeing:



Health & Hygiene

Promoting awareness on menstrual health, personal wellbeing, and access to hygiene resources.



Learning & Development

Enabling continuous learning and skill enhancement to strengthen both professional and personal growth.



Safety

Building awareness on workplace and personal safety to create a secure and supportive environment.



Community Service

Recognising and nurturing women's talents while encouraging their participation in community upliftment.



Celebrating Diversity: International Women's and Men's Days at RSB

We believe that an empowered workforce, both men and women, is one where every individual, regardless of gender, background, or identity, has equal opportunities to grow, contribute, and lead. This commitment was reflected in the grand celebration of **International Women's Day** on March 8, 2025, at RSB Jamshedpur, with the theme **"Accelerate Action"** with engaging activities for female colleagues, reinforcing our culture of equity and respect. Alongside, banners displaying empowering messages added to the ambience and special gifts were given to female employees. With over 1,500 attendees, including employees, their families, and senior leadership, the event highlighted the importance of gender equity and empowerment. A special digital

campaign, "Ek Pahal", highlighted inspiring stories of women achievers at RSB who have reshaped, restarted, and rediscovered their careers under the 3R concept. On November 19, 2024, RSB celebrated **International Men's Day** at Jamshedpur and other locations to honour the contributions of male employees and reaffirmed our commitment to fostering a workplace culture rooted in equity, fairness, and mutual respect. The events brought together male employees and senior leadership, creating a strong statement on equity, inclusion and empowerment. The celebration extended across all RSB locations, where women and men colleagues participated in a series of engaging events and received special gifts.



Occupational Health & Safety

Workplace safety, health, and wellbeing remain deeply embedded in our culture and form the crux of our operational and people-facing strategies. We are committed to offering a safe and healthy working environment to all our employees and contract

workers. Our approach to occupational health and safety (OHS) is grounded in a structured, compliance-driven framework that integrates national and local regulations and is benchmarked with globally recognised standards.



Occupational Health and Safety Management System (OHSMS)

A robust OHSMS has been implemented across all manufacturing units aligned with the Factories Act (1948), respective state Factories Rules, and the Occupational Safety, Health and Working Conditions Code (2020). Safety provisions under the Environmental Protection Act are also incorporated where applicable. This legal foundation ensures consistent compliance across all operational sites.

including shop floors, maintenance bays, storage yards, paint shops, machine shops, administrative buildings, canteens, first-aid centres and visitor zones are included within the system's scope, reflecting our zero-distinction approach to safety obligations.

Temporary service providers such as couriers or consultants not operating within core plant zones are not directly included in the OHSMS but receive basic safety briefings when entering operational areas. Workers at remote, non-production offices may not fall under ISO 45001 certification but continue to follow company-wide safety protocols.

The OHSMS applies uniformly across all manufacturing units and operational activities, covering production, maintenance, quality control, utilities & material handling, and loading/unloading & dispatch operations. All workplace areas,

100% of permanent employees, trainees, and apprentices, as well as contractual and third-party workers operating under RSB's direct operational control, covered by the OHSMS during the reporting period

Extending Safety Across the Value Chain

Our commitment to occupational health and safety extends beyond our own operations to include contractors, suppliers, service providers, and logistics partners. We recognise that potential OHS risks may arise from activities linked to our products, services, and operational interfaces. To address these, we have adopted a structured approach to identify, assess,

and mitigate risks across our value chain. We engage actively with partner organisations through joint safety campaigns, toolbox talks, and refresher training. Our logistics partners are an integral part of these initiatives, with a strong focus on safe loading and unloading practices, ergonomic awareness, and driver fatigue management.

Hazard Identification and Risk Assessment (HIRA)

At RSB Transmissions, we have adopted a structured and proactive approach to hazard identification and risk assessment (HIRA), ensuring that both routine and non-routine activities are assessed for safety risks before execution. This process is embedded within the broader OHSMS and is designed to anticipate, control, and mitigate risks across all operational contexts.



Routine and Non-Routine Risk Assessment

Routine Operations

Hazards are identified through standard operating procedures (SOPs), daily inspections, safety walkarounds, job safety analyses (JSA), and periodic line audits.

Non Routine Operations

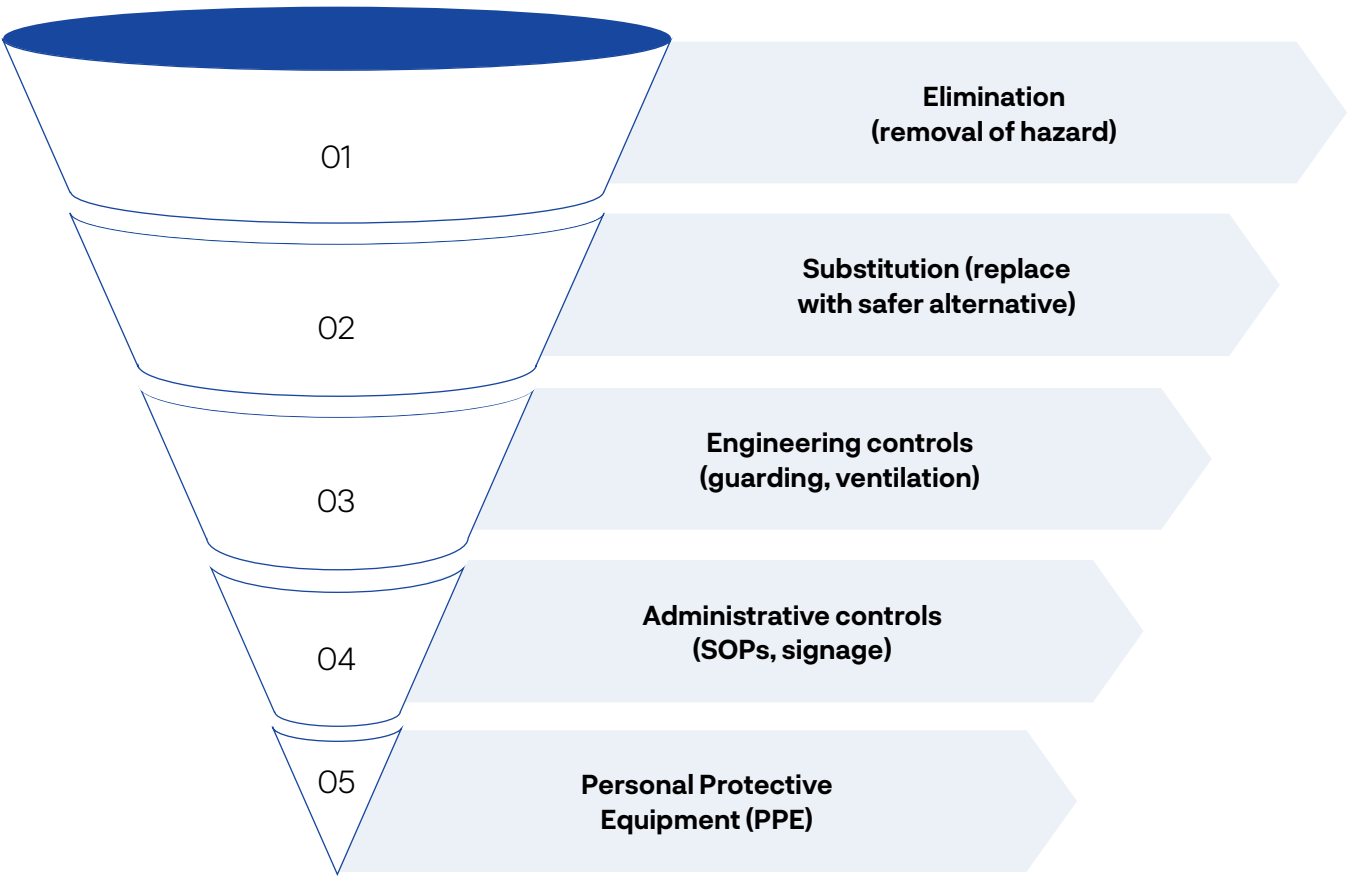
For activities such as maintenance shutdowns, trial runs, or new equipment installations; a Pre-Task Risk Assessment (PTRA) or JSA is conducted, which is integrated into the Permit to Work (PTW) system along with recommended control measures.

Tools such as JSA and HIRA formats are standardised and regularly reviewed to maintain consistency and effectiveness.

Hierarchy of Controls

Across the organisation, a hierarchy of controls is applied to manage and reduce workplace risks by applying the most effective control measures to eliminate hazards wherever possible and minimise exposure when elimination is not feasible. The

process helps address risks systematically, starting with eliminating hazards, then substituting safer alternatives, applying engineering and administrative controls, and finally using personal protective equipment (PPE) as the last line of defence.



Root Cause Analysis is conducted by cross-functional teams using Why-Why Analysis to identify underlying hazards. Risk assessments are updated accordingly, and corrective actions are planned

using the hierarchy of controls. Learnings from investigations are used to refine SOPs, enhance training content, and strengthen safety audits.

Non-Routine Risk Assessments

Non-routine risk assessments are initiated based on defined operational, incident-driven, workforce-related, and environmental triggers. These include:

Operational Changes

- Introduction of new equipment, processes, or technologies
- Changes in SOPs, plant layout or material flow

Incident-Driven

- Incident investigation, near-miss reports, and safety observations captured via the breath-safe cloud-based system
- Root cause analysis outcomes from incident investigations
- Worker complaints or feedback received during toolbox talks or suggestion systems

Workforce-Related

- Onboarding of new employees or contract workers
- Significant shifts in workforce distribution and shift patterns

Exposure and Environmental Monitoring

- Results from occupational health surveillance, such as hearing loss, respiratory complaints, or ergonomic injuries
- Results from environmental exposure assessments, such as increased noise levels, dust, vibration, or chemical presence

High-Consequence Hazard Identification

Identifying and classifying high-consequence hazards is an essential part of our safety management system, helping us assess and control risks that could lead to serious injury, fatality, or long-term health harm.

During FY 2025, incidents classified as high consequence were primarily linked to:

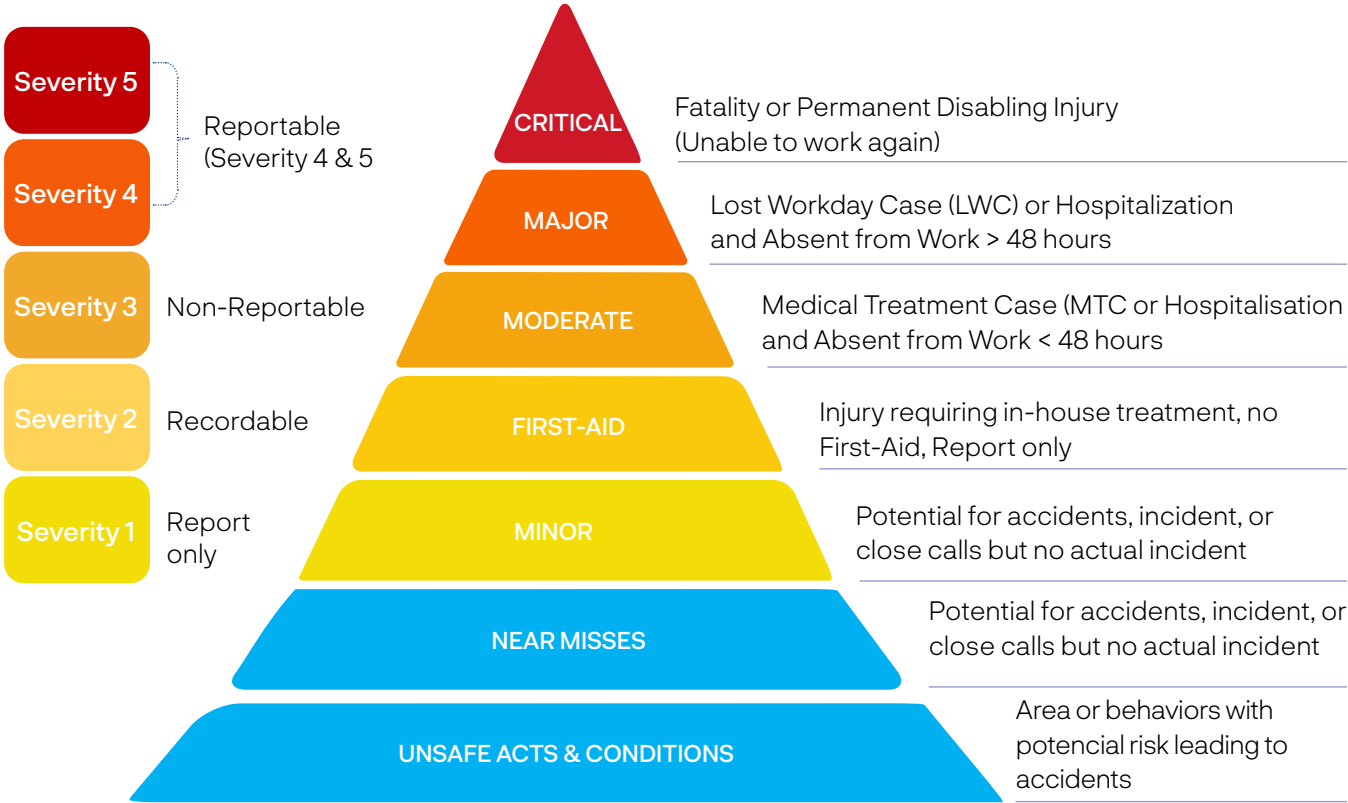
Exposure to rotating machinery without guarding

Working at height

Improper chemical handling

Unsafe material handling and mobile equipment operations

RSB Safety Triangle – Fostering a Proactive Safety Culture



The RSB Safety Triangle shows how unsafe acts, near misses, and incident severity are connected, highlighting the importance of early reporting and prevention. We encourage employees to identify and report unsafe acts and conditions at the base of the triangle to reduce the risk of serious incidents. This approach is integrated with our QR-based digital reporting system, allowing bilingual (Hindi/English) logging, investigation, and closure of all safety events. It promotes transparency, learning, and bottom-up ownership of safety across all locations.

Employee and Worker Participation in Safety Management

We engage all workers, including contract and temporary staff, in developing, implementing, and evaluating our OHS management system. Workers and employees participate in safety committees, daily toolbox talks, hazard identification, risk assessments (HIRA), hierarchy-of-controls application, safety audits, mock drills, contractor safety meetings, and suggestion schemes.

All our manufacturing sites maintain joint management-worker safety committees, meeting monthly with equal or greater representation from the workforce. Chaired by senior plant leaders, these committees review unsafe conditions, recommend improvements, monitor corrective actions, and formally document all proceedings.

As of FY 2025, no major group of workers remain unrepresented in the safety committees

Members are protected from retaliation under our Code of Conduct, and we encourage all workers to raise safety concerns.

We have established transparent and accessible mechanisms for reporting hazards, unsafe conditions, and near misses without fear of retaliation. Reporting channels include QR code-based digital logging systems at the plant level, cloud-based event management platforms with real-time traceability, anonymous drop boxes, verbal reporting during toolbox talks, direct escalation to safety officers or grievance committees, and digital or email-based reporting in select units.



We maintain a zero-tolerance policy for retaliation, embedded in our Code of Conduct, Whistleblower Policy, and Safety Policy. All reports of hazards are handled confidentially, and investigations are conducted impartially. We regularly train workers on their rights, including the “Right to Refuse Unsafe Work,” empowering them to withdraw from tasks perceived as hazardous without fear of disciplinary action.

Each reported event is categorised for effective tracking and action:



Injury or Illness



Environmental
Spill/Release



Business
Interruption



Property
Damage



Community



Non-Compliance
or Breach of
License



Reputational



Quality – non-SH&E
related

All reports are routed for investigation, action planning, and closure validation, with supporting evidence uploaded to a cloud-based platform. These initiatives enhance transparency, accountability, and bottom-up ownership of safety, reinforcing our “Safety First and Always” culture while ensuring faster response and effective monitoring of corrective and preventive actions across all sites.

Best Practices and Safety Innovations

ESD Flooring for Safer and Greener Workspaces

We enhance workplace safety by preventing the accumulation and sudden discharge of static electricity, reducing the risk of electric shocks, fires, or explosions, particularly in areas handling flammable materials, electronics, or precision assemblies. Sensitive components, sensors, and control modules are protected from electrostatic damage, improving reliability and reducing product rejection rates.

We improve employee comfort and ergonomics through anti-fatigue and anti-slip surfaces that support long working hours while maintaining high traction to prevent accidents. Our solutions are made from low-VOC, recyclable, and RoHS-compliant materials, with long service life and reduced maintenance needs, lowering the overall lifecycle carbon footprint. They also comply with green building standards (LEED/IGBC), promoting safer indoor air quality.

Smooth, dust-free surfaces that reduce water and chemical use are maintained in line with our water neutrality and chemical reduction goals, as well as reinforce safe and sustainable practices across all sites.

BEFORE



AFTER



Enhancing Shopfloor Safety

The Pant Nagar plant operates multiple forklifts across busy shopfloors where narrow aisles, stacked materials, and intersecting pathways create several blind spots. During peak production hours, visibility was often restricted, increasing the risk of collisions between forklifts and pedestrians. High ambient noise from machinery made it difficult for workers to hear approaching forklifts, and without an early warning system, the potential for near-miss or injury incidents was high, especially around loading bays and shared walkways.

Solution

As a pre-emptive measure to prevent injuries, we undertook the installation of blue projected safety lights on all forklifts at the Pant Nagar facility. The new system projects a bright blue spot several feet ahead of the moving forklift, providing a clear visual cue of its approach. This silent alert mechanism compensates for high noise levels and improves awareness for both operators and pedestrians, supporting safe segregation of man and machine movement in alignment with 5S and EHS protocols.

Impact

The introduction of blue safety lights has significantly improved visibility and reduced collision risks on the shopfloor. Employees are now more alert to forklift movements, leading to smoother and safer operations. Following the success at Pant Nagar, we are replicating the initiative across 14 other plants to strengthen workplace excellence and proactive risk management.



Deepening the Safety Culture - Training and Awareness

Our safety training framework incorporates a practical and people-focused approach that adheres to regulations, strengthens workforce wellbeing and aims for continuous risk reduction.

We have adopted a monthly safety training calendar to help our workers and employees better understand and implement OHS stipulations and practices. These training programmes are provided free of cost and conducted during paid working hours without adding any financial or time burden on employees.

Training needs are identified through HIRA, analysis of incident trends, and legal compliance reviews. Depending on the topic, sessions are led by either our in-house certified safety officers or external experts.

Safety training sessions and toolbox talks are conducted in local and regional languages for better understanding. Visual aids, pictograms, demonstrations, and videos are used to make learning easier for those with limited literacy or technical background. Safety signs and instructions are displayed in multiple languages and supported with symbols on shop floors and high-risk areas. The content



is customised for different groups, including shop-floor workers, supervisors, contract workers, and engineers, to ensure relevance and clarity for each role.

All new joiners and contractors undergo generic safety induction training prior to deployment. This induction covers company safety policies, emergency procedures, PPE usage, and basic hazard awareness. In addition to this foundational training, we provide specific hazard-based modules tailored to operational risks, including:



Working at heights



Confined space entry



Material handling



Fire safety and electrical safety



Chemical and machine safety

Periodic refresher sessions, legal compliance training, and mock drills are conducted regularly to reinforce safety practices. workers are encouraged to share feedback or report any difficulty in understanding safety procedures. Their inputs help us improve training methods and communication tools to make safety accessible to everyone.

Measuring Effectiveness

We evaluate training effectiveness using pre- and post-training assessments, workplace observations, and reviews of safety performance indicators. Fewer unsafe conditions, incidents, and near-misses are key signs of improvement.

Safety Mock Drills

In July 2024, RSB's Pant Nagar and Lucknow plants conducted mock drills to train employees on fire emergency preparedness. The sessions covered fire safety procedures, correct emergency responses, and included hands-on demonstrations on using fire extinguishers.

In October 2024, the Lucknow plant held an electric shock mock drill for all employees to provide practical demonstrations on the appropriate actions to take during such incidents.

Safety Week at RSB

We celebrated Safety Week across our plants in March 2025 to reinforce the importance of workplace safety for employee well-being. The week-long campaign featured awareness sessions, hands-on training, and interactive activities to strengthen the safety culture and enhance preparedness to handle emergencies among employees.

Road safety was a major focus this year, with safety reflectors distributed to employees' vehicles to encourage safe commuting practices. Employees enthusiastically participated in Cardiopulmonary Resuscitation (CPR) and firefighting training, safety quizzes, Personal Protective Equipment (PPE) exhibitions, mock emergency drills, the safety pledge, and poster and slogan competitions building awareness, engagement, and readiness for real-life situations.



Confidentiality and Ethical Safeguards

All medical records, either related to mandatory or voluntary health programmes, are maintained with strict confidentiality and stored securely in compliance with data privacy norms. Access is restricted to authorised medical personnel only. We ensure that participation in health services or disclosure of medical information does not influence hiring decisions, task assignments, or any form of favourable or unfavourable treatment. These safeguards are embedded in the company's Code of Conduct and HR Policy

Occupational Health Services

At RSB, we deliver occupational health services through a qualified team of medical officers, industrial health nurses, and certified safety professionals who work in line with statutory requirements to ensure the health and safety of all employees.

On-Site Health Services

Dedicated health centres are operational at all major RSB locations and remain accessible across working shifts. These centres provide emergency first aid and routine medical consultations. In cases requiring specialised care or emergency response, we arrange company transport or ambulance services to nearby empanelled hospitals or clinics.

based on individual needs, reinforcing the company's commitment to health access without operational compromise.

Information about available health services is communicated in local languages using visual aids, charts, toolbox talks, and induction sessions. This ensures that workers are aware of their entitlements and can access services confidently and without barriers.

Workers are permitted to visit health centres during work hours without any loss of pay or penalty. Supervisors are instructed to facilitate such visits

We monitor the effectiveness of our OHS services through key indicators such as:



Number of cases treated



First-aid to referral ratio



Annual health check-up coverage



Health trend reports, including cases of noise-induced hearing loss and ergonomic-related conditions, etc

Non-Work Related Health Services

Our focus on employee health extends beyond the workplace, and we offer them access to non-work-related medical and wellness services. Non-occupational medical support is available to all employees through in-house medical centres staffed by qualified professionals across RSB plants. For cases requiring specialist or emergency care, we have tie-ups with nearby hospitals and clinics, with transport facilities arranged where referrals are necessary. Permanent employees are covered under group

medical insurance, while contractual workers receive emergency assistance on humanitarian grounds.

We also conduct health check-up camps that extend beyond statutory requirements, addressing areas such as diabetes management, cardiac health, and eye care. These services are designed to be easily accessible and responsive to the wider health needs of its workforce.

Voluntary Health Awareness and Wellness Programmes

We undertake ongoing programmes that encourage employees to adopt positive lifestyle habits and participate voluntarily in activities that support their overall health and well-being. These programmes are offered free of cost and conducted primarily during paid working hours. Wherever possible, participation

is extended to family members, particularly during large-scale health camps. Topics are chosen based on employee health data, feedback, and engagement surveys. The design and delivery of these programmes are managed jointly by the HR and EHS teams in collaboration with external experts.

Wellness programmes conducted during FY 2025



Awareness drives on smoking cessation, alcohol avoidance, and mental health



Nutritional guidance and provision of healthy food options in plant canteens



Ergonomic wellness training and yoga/stress relief sessions



Eye, dental, and cardiac screening camps

We share information about our wellness programmes through various channels such as noticeboards, toolbox talks, WhatsApp groups, and safety briefings. Participation is completely voluntary and has no connection to employment decisions, performance reviews, or contract renewals.

The effectiveness of these programmes is tracked using metrics such as participation rates, feedback scores, and measurable improvements in health parameters (e.g., BMI, blood sugar levels) where applicable.



Safety Governance and Assurance

We have adopted ISO 45001:2018 as the guiding standard for the OHSMS to strengthen overall safety governance. Internal safety SOPs and Group Safety, Health & Environment (SHE) protocols complement this framework, enabling a proactive and systematic approach to risk identification, mitigation, and continuous improvement.

Safety oversight is managed by certified in-house professionals at both plant and group levels, trained in

industrial safety and risk assessment techniques. For specialised audits and certifications, external consultants are engaged to provide independent expertise.

Governance is reinforced through monthly reviews by plant-level Safety Committees and the Group ESG-SHE Committee, supported by annual internal audits and external surveillance assessments.

Safety Governance across the Value Chain

All contractors and suppliers operating under RSB's control are required to comply with the company's Safety Guidelines and must complete OHS induction training before commencing work. For high-risk activities such as welding, working at heights, and confined space entry, specific permits and pre-job risk assessments are mandatory.

We conduct prequalification assessments for vendors and third-party service providers, which include checks for OHS compliance. Periodic safety audits and walkthroughs are carried out at vendor and transporter facilities to monitor adherence and identify improvement areas.

Contractor safety performance is tracked through incident reporting, safety observations, and regular reviews. In cases of non-compliance or unsafe practices, corrective action notices are issued, and serious violations may result in contract termination.

While the internal system comprehensively covers RSB's manufacturing operations, certain remote supplier sites and external logistics partners may not fall directly under the OHSMS. However, these entities are subject to vendor safety audits, training programmes and compliance assessments to align with the company's safety standards.



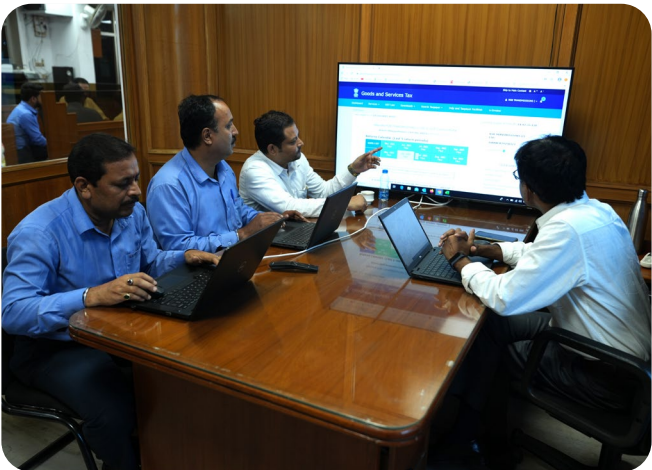
OHSMS Audits and Performance Monitoring

Qualified internal safety auditors with formal training and recognised industrial safety certifications undertake regular internal audits to assess the effectiveness of our OHSMS. Our audit methodology integrates the requirements of ISO 45001:2018 with our internal audit protocols.

All production, maintenance, and support functions, including contract labour areas, fall within the audit scope. While low-risk zones such as administrative offices and canteens are not covered under full audits, their safety performance is monitored through periodic inspections and risk assessments.

Findings from audits are addressed through Corrective and Preventive Action (CAPA) plans, and safety performance is tracked monthly using key indicators

such as near-miss reports, incident rates, and compliance scores.



External Assurance and Certification

Our approach ensures that the OHSMS provides complete coverage, reliable data, and reporting consistent with the best international practices and stakeholder expectations. All major RSB plants are certified as **ISO 45001:2018** by accredited third-party certification bodies. In addition, second-party audits are conducted by key customers, including original equipment manufacturers (OEMs) such as Ashok Leyland and Tata Motors, as part of their supplier assurance programmes.

Regulatory audits are also undertaken by local government authorities, including the Directorate of Industrial Safety and Health (DISH) and the Factories Inspectorate, in line with statutory requirements. Third-party audits assess compliance with both legal and international standards. Findings from these audits are addressed through formal CAPA processes and integrated into broader safety improvement initiatives. This multi-tiered assurance model ensures that our OHS performance is independently validated and aligned with stakeholder expectations.



Work-Related Injuries, Ill Health, and Exposure Monitoring⁸

We monitor work-related injuries and occupational health risks in line with national regulations and our ISO 45001:2018-aligned Occupational Health and Safety Management System (OHSMS). Performance reporting parameters includes all employees, contract workers, and third-party personnel working under our supervision, while locations outside our operational control are excluded but noted transparently.

Safety Performance: FY 2025

S.No.	Particulars	Permanent Employees			Workers whose work and/or workplace are controlled by the organisation		
		Male	Female	Total	Male	Female	Total
1	The number and rate of fatalities as a result of work-related injury	0	0	0	0	0	0
2	The number and rate of high-consequence work-related injuries (excluding fatalities)	0	0	0	7	0	5
3	The number and rate of high-consequence work-related injuries (excluding fatalities)	0	0	0	0	0	0
4	The number of hours worked	4,173,840	2,376,000	6,549,840	11,518,320	435,600	11,953,920

Work-related ill health: FY 2025

S.No.	Particulars	Permanent Employees			Workers whose work and/or workplace are controlled by the organisation		
		Male	Female	Total	Male	Female	Total
1	Fatalities as a result of work-related ill health	0	0	0	0	0	0
2	Number of cases of recordable work-related ill health	0	0	0	2	0	0
3	The main types of work-related ill health	0	0	0	0	0	0

Work-related health hazards are determined through Health Risk Assessments (HRA) and Hazard Identification & Risk Assessment (HIRA) processes. These are complemented by periodic medical surveillance and occupational health check-ups conducted at plant-level health centres. RSB also references the International Agency for Research on Cancer (IARC) classifications to assess chemical exposure risks, as indicated on the right:

Group 1: Carcinogenic to humans

Group 2A: Probably carcinogenic

Group 2B: Possibly carcinogenic

⁸All health data is recorded and reported in alignment with the ILO Code of Practice.

During the reporting year, cases of work-related ill health were primarily associated with respiratory conditions (e.g., exposure to welding fumes or dust), ergonomic disorders (e.g., repetitive strain injuries in manual operations), and skin irritations due to prolonged chemical handling. These cases were identified through health surveillance, clinical data, and incident investigations.

Chemical Exposure and Monitoring

Key chemicals handled in high-risk zones include:



Paint sludge containing xylene and toluene derivatives



Cutting fluids and metalworking oils



Welding fumes with compounds of nickel, chromium, and manganese



These substances are monitored and managed in accordance with Material Safety Data Sheets (MSDS) and PPE protocols are followed rigorously to prevent incidents. Exposure mapping is conducted using health risk matrices, and all employees and on-roll contract workers in controlled workspaces are included in medical surveillance.

Exposure Coverage and Data Integrity

We ensure comprehensive coverage of our workforce in monitoring exposure



100% of permanent workers and 95% of contract workers are covered under routine surveillance



Consolidated Data is maintained on a centralised cloud platform by the Occupational Health Centre (OHC) at each plant for real-time monitoring and performance tracking



No workers under RSB's operational control are excluded from medical surveillance or disclosure

Third-party logistics personnel and temporary vendors not directly supervised by RSB are excluded from internal reporting but receive basic awareness training on occupational health risks.

In FY 2025,



- Incidents of non-compliance with regulations or voluntary codes related to the health and safety impacts of our products and services
- Incidents resulting in fines or penalties
- Incidents resulting in official warnings
- Incidents related to non-compliance with voluntary codes

Product Quality and Safety

We are committed to ensuring the health and safety of our products and services across their entire lifecycle. From design and development to manufacturing, delivery, and end use, we proactively manage potential risks to uphold customer safety and regulatory compliance.

Our products adhere to internal safety standards, statutory regulations, and customer-specific requirements, particularly within the automotive and heavy engineering sectors. All major product lines, including propeller shafts, axles, and trailer assembly components, undergo Design Failure Mode and Effects Analysis (DFMEA) and Process Failure Mode and Effects Analysis (PFMEA) reviews,

with corrective actions implemented wherever risks are identified.

Cross-functional Quality and Engineering Teams, in consultation with EHS and Compliance functions, integrate health and safety considerations at every stage of product development, from concept to delivery, so that our products perform reliably and safely in all operating environment.

We also design products to minimise risks during handling, transportation, and installation. For relevant components and processes, we provide Material Safety Data Sheets (MSDS) and safe handling guidelines to support responsible use.

Mr. Nishit Behera

Executive Director – Business Development & New Product Development

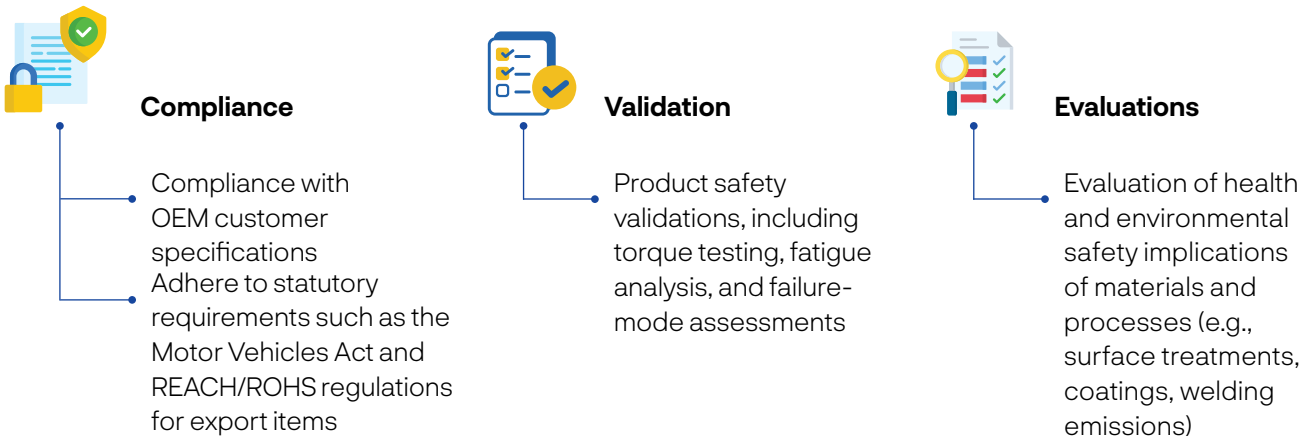
At RSB, innovation and sustainability move hand in hand. We are developing next-generation products that deliver high performance with low environmental impact through energy efficiency, lightweight design, and green manufacturing. By aligning business growth with ESG principles, we aim to help our customers achieve their sustainability goals while positioning RSB as a trusted global partner committed to engineering a greener, more responsible future.



Health & Safety Assessment

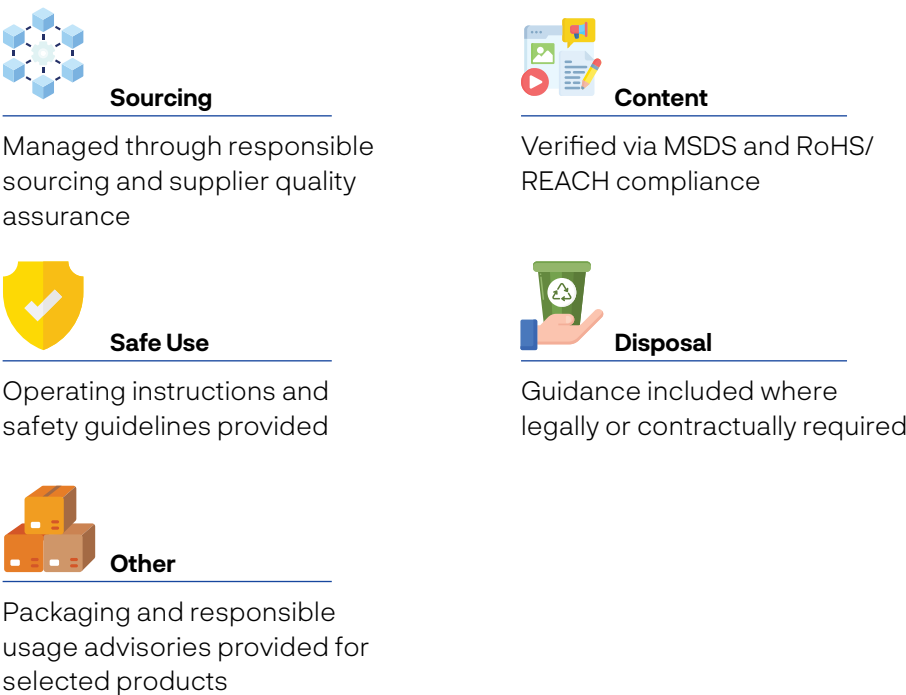
We confirm that no reportable incidents occurred under domestic or international regulatory frameworks or customer-specific safety standards. No incidents were excluded due to fault determination

We assess 100% of our significant product and service categories for potential health and safety impacts. Key assessment criteria include:



Product Information and Labelling

We ensure that 100% of significant products and services comply with internal procedures related to labelling requirements, aligned with regulatory requirements in India and other markets we serve.



In FY 2025 Zero incidents of non-compliance with regulations or voluntary codes related to product and service information and labelling were reported across any RSB business units

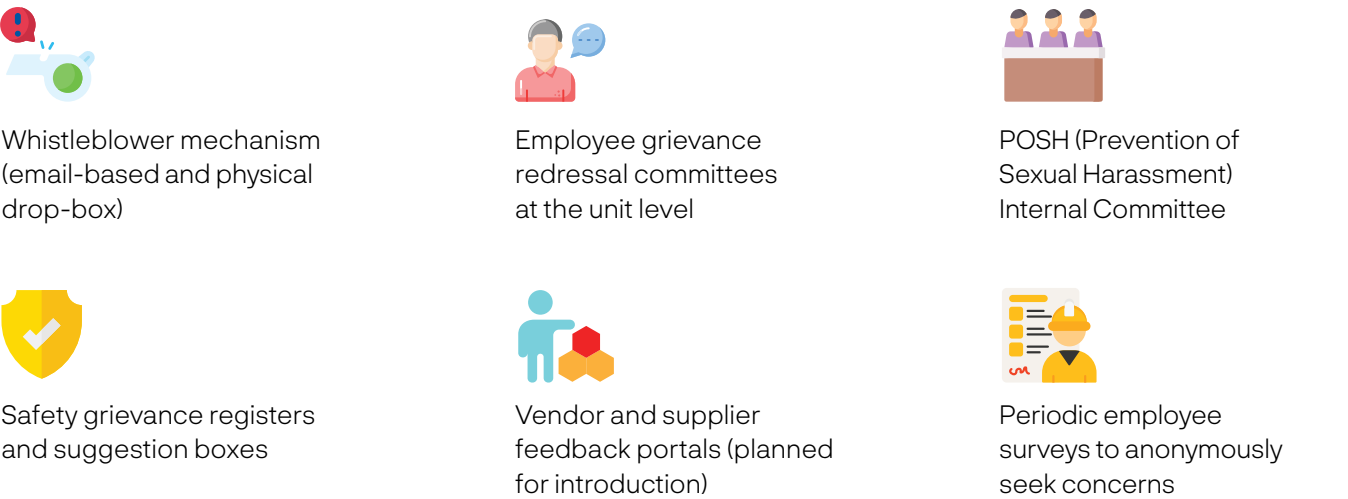
We involve stakeholders in designing and operating grievance mechanisms by engaging with employees, contract workers, and local communities to understand their needs and preferred ways to raise concerns. Feedback is collected through surveys, toolbox talks, and grievance reviews. Based on inputs received, we have improved accessibility through anonymous drop boxes, multilingual communication, gender-sensitive measures, and grievance committees at both group and plant levels

Grievance Reporting and Redressal

Establishing a transparent and easily accessible grievance mechanism with a commitment to non-retaliation is an integral part of our responsible business practices and aligns with national regulations and international human rights standards. We follow a structured and transparent process to identify, address, and resolve grievances raised by employees, contract workers, suppliers, and local communities. Grievances and potential adverse impacts are identified through multiple channels, such as internal audits, site inspections, employee and contractor engagement forums, safety observations, near-miss reports, and community meetings near our plant locations. We also monitor whistleblower submissions and ethical complaints to ensure that all issues are detected and resolved on time.

Grievance Reporting Channels

RSB has established formal and informal grievance redressal channels at both group and site levels. These mechanisms are accessible, confidential, and protect all participants from retaliation. Internal grievance mechanisms include:



Resolution Mechanisms

Grievance resolution is an integral part of our approach and reflects our commitment to fair and transparent practices. Key features of these mechanisms include time-bound resolution protocols (ranging from 7 to 30 days depending on severity), a defined escalation hierarchy at plant and group levels, periodic awareness programmes to encourage usage, and regular tracking and reporting to senior management and the ESG Committee.

Remediation of Identified Negative Impacts

We are committed to addressing any actual or potential negative impacts that may arise from its operations, whether identified internally or through external sources. Examples of remediation actions include re-engineering a production line following a safety-related near-miss identified in a third-party report, and redesigning drainage systems in response to stakeholder feedback on local water stagnation. In addition to formal grievance mechanisms, we respond proactively through:

Impact Assessments

Initiating corrective actions and CAPA plans when internal audits, ESG risk assessments, or third-party evaluations reveal adverse impacts.



Stakeholder Engagement

Investigating concerns raised by community groups, civil society organisations, or regulators and cooperating with relevant authorities for remediation.



Voluntary Disclosures and Action

Acting on insights from non-judicial channels such as sustainability forums, ESG benchmarks, or media reports, including realigning practices even when not legally required.



Grievance Monitoring

We regularly monitor the effectiveness of our grievance mechanisms using key indicators such as the number of grievances received, resolution turnaround time, closure rate, and recurrence of similar issues. Grievance logs are maintained and reviewed periodically with department heads and the Safety and HR teams to identify trends and improvement areas.

Stakeholder feedback is gathered through satisfaction surveys and informal interactions to evaluate the accessibility, trust, and overall usability of the system. At one of our plants, for instance, a series of safety concerns raised anonymously led to prompt corrective actions and a noticeable reduction in similar incidents, strengthening stakeholder confidence in the grievance process.

Human Rights

We integrate respect for human rights, fair labour practices, and inclusive workforce engagement into our operational framework. Our approach to human capital management is founded on transparency, zero tolerance for discrimination, and proactive risk

mitigation across our workforce and supply chain. Regular awareness sessions on workplace ethics, inclusion, and anti-harassment are also conducted to strengthen understanding and accountability across the organisation.

Non-Discrimination and Ethical Workplace Conduct

We have zero tolerance for any form of discrimination on the basis of gender, caste, religion, age, disability, or background. We are committed to fostering an ethical, respectful, and equitable workplace that values diversity and ensures equal opportunity for all.



Zero incidents of discrimination were reported or registered through legal, grievance, or audit mechanisms in FY 2025


In FY 2025, no operations or suppliers have been identified to pose a significant risk for hiring **child labour**. **No** cases of young workers in hazardous environments have been recorded or suspected during internal or external audits

Prevention of Child Labour

We have a documented policy that prohibits the hiring of child labour across our operations and value chain. The organisation has zero tolerance for any non-adherence to the policy. Strict monitoring measures are in place to help enforce this policy. This policy is communicated across all our locations and supplier networks. While all RSB manufacturing operations are monitored, no type of operation (including foundry, fabrication, paint shop) is currently classified under child labour risk due to strong screening and third-party compliance norms.

All plants enforce a minimum working age policy (18+) for hazardous work, in compliance with the Factories Act, 1948. Verification of age documents is mandatory during recruitment and for contract workers. Contractor onboarding agreements include explicit clauses prohibiting child labour, aligned with ILO conventions and national laws. Regular audits and inspections of labour contractors and third-party service providers ensure they adhere to our policy. Awareness programmes and signage at entry points and HR offices are available that define stipulations related to the minimum working age.

No operations or suppliers have been identified as posing a significant risk of forced or compulsory labour in FY 2025



Ethical Employment and Prevention of Forced Labour

At RSB, we are committed to advocating ethical employment across our operations and value chain and ensuring that all employment is voluntary and free from coercion, with strict measures to prohibit the hiring of forced or bonded labour. Amongst others, contract labourers used for activities like housekeeping, loading/unloading, etc., are monitored closely for any instances of forced or bonded labour.

GRI 408-1, GRI 409-1

Measures to prevent the use of forced labour include:



Preventing the retention of original IDs by the RSB Human Resources team or contractors



Transparent contracts and wage payments made directly into employee bank accounts



Supplier and contractor agreements include mandatory clauses prohibiting forced or bonded labour



Free and informed consent during hiring and assignment



Surprise audits to verify compliance with labour laws



Anonymous grievance channels for reporting unethical labour practices



Awareness campaigns and local-language posters across sites to educate workers on their rights

Collective Bargaining and Freedom of Association

We recognise the right to freedom of association and collective bargaining as fundamental to respecting human rights at work. We actively monitor all manufacturing plants, supplier facilities, and contract employment arrangements to uphold labour rights and ensure compliance with applicable laws.

Open channels of communication are maintained between management and employees to address workplace concerns constructively and transparently. Clauses upholding the right to freedom of association are proactively included in supplier contracts and codes of conduct. We also operate robust grievance redressal mechanisms that allow for anonymous reporting and

escalation, ensuring accessibility and trust.

Regular awareness programmes are conducted for workers and supervisors on labour rights, including the right to unionise or form associations. We support employee welfare committees as platforms for structured feedback and dialogue, and we strictly uphold non-retaliation and confidentiality for all participants in worker forums.

As part of supplier audits, we assess worker interaction forums and complaint mechanisms to verify social compliance and ensure fair labour practices across our value chain.

Findings of internal risk assessments and periodic audits



No operations or suppliers have been identified where freedom of association or collective bargaining is restricted or under significant threat



Contract labour arrangements are considered moderate risk and are monitored more closely to ensure ethical engagement



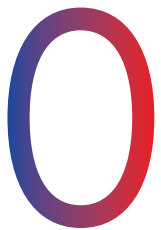
RSB operates in regions (e.g., India) where freedom of association is legally permitted and collective bargaining is recognised. We support the right to freedom of association and collective bargaining as fundamental to respecting human rights at the workplace



No overseas suppliers operate in jurisdictions categorised by the ILO as high-risk for association rights violations

GRI 2-30, GRI 407-1

In FY 2025,



- Incidents of actual or alleged violations involving the rights of Indigenous Peoples.
- Complaints were raised regarding land rights, cultural rights, or displacement.
- Recorded presence of Indigenous Peoples among directly employed workers or contract labour.
- Existing or planned facilities are located in or adjacent to legally recognised tribal or Indigenous zones.

Rights of Indigenous Peoples

We respect the rights, traditions, and cultural integrity of Indigenous communities in all regions where we operate. Human rights and community impact considerations are integrated into project feasibility studies to ensure that potential risks are identified and responsibly managed from the outset. We adhere to the principles of Free, Prior, and Informed Consent (FPIC) for any future operations near Indigenous or tribal areas,

ensuring that affected communities have a voice in decisions that may influence their livelihoods or cultural landscapes. We also comply with all applicable national laws protecting Scheduled Tribes and forest-dwelling communities, reinforcing our commitment to equitable and responsible development. Anonymous grievance channels are available for community stakeholders to raise concerns freely and confidentially.

Local Communities: Empowering Society for Equitable Development

Empowering and encouraging local communities to develop and grow as we expand our business presence is an integral part of our company ethos and founding principles.

These linkages help create employment, attract investment, and build income stability in surrounding areas, fostering inclusive local development beyond our immediate business footprint.

Our operations and community initiatives directly benefit local communities by expanding livelihood opportunities, strengthening local skills, and fostering self-reliance. In addition, we generate wider indirect impact through our business activities that stimulate local enterprise growth, increase demand for goods and services, and strengthen regional supply chains. The multiplier effect of our operations facilitates the expansion of ancillary industries, logistics networks, and small businesses that serve our facilities and workforce.



Positive Indirect Impacts

Our ongoing plant expansions and localisation of sourcing have generated employment opportunities within supplier and logistics networks, particularly in semi-urban and rural areas. The vendor capability programmes and audits we undertake help indirectly enhance technical skills and quality awareness among Tier 2 and Tier 3 suppliers, strengthening the broader supply chain ecosystem.

Employment generated in economically weaker regions has contributed to household income stability, supporting multiple dependents and

stimulating local economic activity. Additionally, the deployment of automation and smart manufacturing tools across our plants has encouraged technology adoption among local vendors, improving sectoral productivity and digital capability.

Further, our focus on green product lines, such as lighter and energy-efficient automotive components like redesigned short forks, allows customers to reduce fuel consumption and emissions, contributing to national climate and energy goals.

Mitigation of Negative Impacts

Where plant relocations or activity shifts were necessary, we carefully planned transitions to avoid loss of local employment. Wherever applicable, reskilling support was provided to ensure continuity of livelihoods.

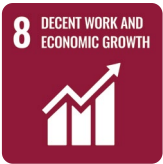
Our rural job creation, MSME collaboration,

and skilling programmes align with India’s Make in India, Skill India, and Atmanirbhar Bharat missions, reinforcing our role in supporting national development objectives. Our practices are mapped to GRI 203, 204, and 413 and comply with BRSR Principles 4 and 6, which emphasise stakeholder well-being and local development.

Furthermore, these initiatives contribute to the UN Sustainable Development Goals (SDGs), particularly:



SDG 1
No Poverty



SDG 8
Decent Work
and Economic Growth



SDG 9
Industry, Innovation,
and Infrastructure

GRI 203-2, GRI 411-1, GRI 413-1, GRI 413-2

Corporate Social Responsibility (CSR)

Philanthropy lies at the heart of our values and defines how we engage with the world around us. The focus is on holistic and sustainable development that uplifts marginalised and underprivileged sections of society. Our CSR efforts aim to build a sustainable and inclusive future by empowering communities, preserving the environment, and promoting responsible growth.



Priyanka Behera
CSR & RSB Foundation Head,
RSB Group

At RSB Foundation, our vision is rooted in the belief that true progress lies in social upliftment rather than mere business growth. Our approach to CSR goes far beyond compliance—we focus on impact-driven and purpose-led initiatives that address the real needs of vulnerable groups, especially the elderly, women and children. We are equally committed to preserving and promoting India’s rich cultural heritage, recognising it as the foundation of a sustainable, inclusive and dignified society. Over the years, our programs have evolved from philanthropic support to long-term developmental engagement that aligns with national priorities, Sustainable Development Goals (SDGs), and our Group ESG strategy.

This philosophy has guided our journey and shaped our efforts across four priority pillars—Education & Skill Development, Health & Community Well-being, Art, Culture & Livelihood Promotion, and Environmental Stewardship. We deliver impact across health, education, environment, and cultural livelihoods—through cancer care, maternal health, digital education, vocational training, water conservation, green energy initiatives, and the revival of traditional arts that empower women and artisans with sustainable livelihoods. We aim to empower communities, strengthen social equity and contribute to a more inclusive and resilient society. We believe every small step of positive change collectively contributes to building a better future for people and the planet.

I extend my heartfelt gratitude to our leadership, volunteers, community partners, and all stakeholders who continue to support and inspire our CSR mission. Together, we will move forward with determination and create meaningful and measurable social change in the years to come.

RSB Foundation

RSB Foundation, the CSR arm of the RSB Group was established in 2019 to carry forward this legacy by working across heritage preservation, rural livelihood strengthening, women-led development, health and education.

Our approach to CSR goes far beyond compliance. We are committed to impact-driven, purpose-led initiatives that address the real needs of vulnerable communities - particularly the elderly, women, and children - while also preserving and promoting India’s rich cultural heritage as the foundation of a sustainable, inclusive, and dignified society. Guided by this philosophy, our work spans four priority pillars: Education and Skill Development; Health and Community Well-being; Art, Culture and Livelihood Promotion; and Environmental Stewardship. During FY 2024–25, our interventions touched the lives of thousands across multiple states through programmes in rural upliftment, women’s empowerment, livelihood development, healthcare access, and school infrastructure enhancement.

Our commitment extends beyond funding - we actively collaborate with government bodies, academic institutions, NGOs, and local communities to design solutions that are sustainable, scalable, and locally rooted. As we look ahead, RSB Foundation remains focused on expanding digital enablement, gender-focused development, and climate-resilient community programmes, firmly believing that every purposeful step - however small—contributes to building a better, brighter future for both our people and our planet.


CSR initiatives are implemented directly by the Group CSR Core Team, led by the CSR head of RSB Group, with the support of a structured network of volunteers and external implementing partners. The Core Team is responsible for the end-to-end management of all CSR projects, including project identification, planning, execution, monitoring, and impact assessment.


The CSR Core Team reports to the CSR Committee, which provides strategic direction and oversight. The CSR Committee, in turn, represents CSR matters before the Board of Directors, ensuring compliance with statutory requirements, transparency, and alignment with the Company’s long-term sustainability objectives.





CSR Themes

Our CSR approach is built around well-defined themes that work in harmony to drive holistic and sustained development of underserved communities. We work for the vulnerable communities particularly the Women, Elderly and Children under these four verticals:

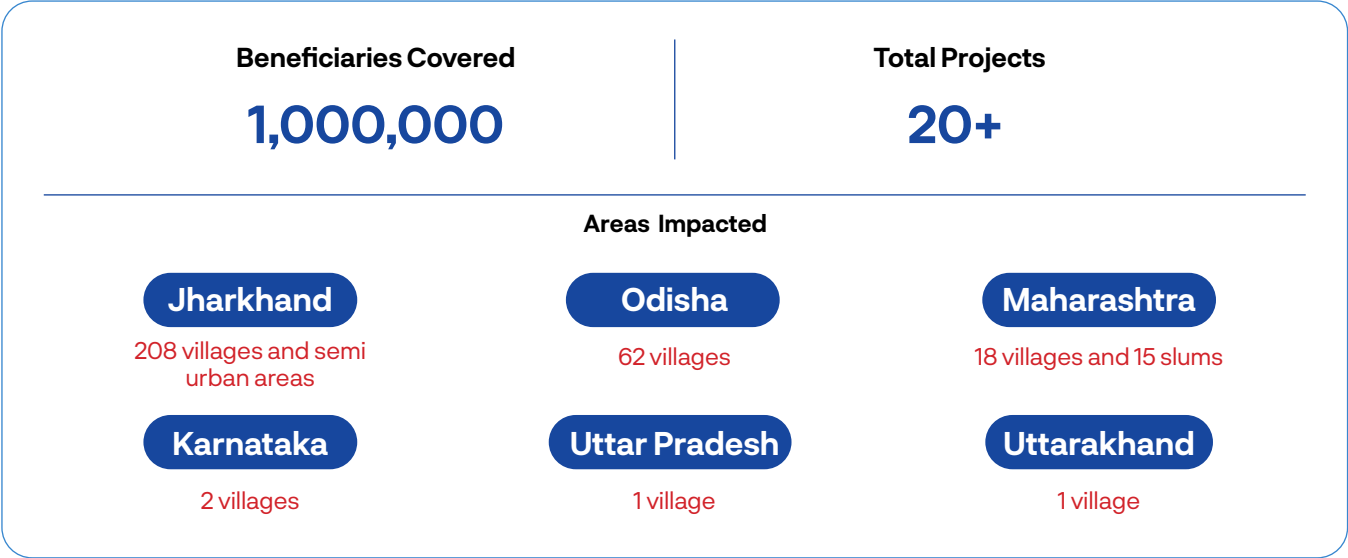
 Health and Sanitation

 Education and Skill Development

 Art Culture and Livelihood

 Environment Stewardship

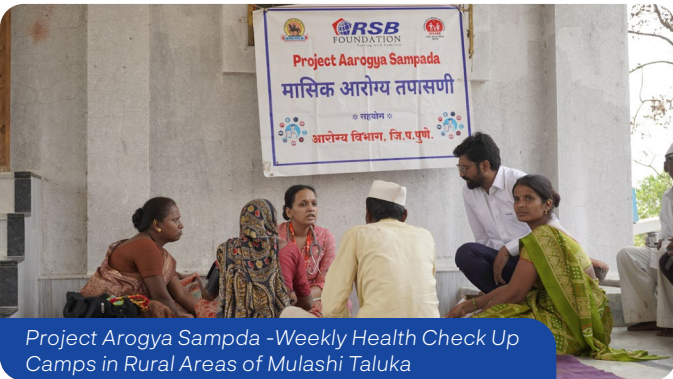
Impact since inception



Project Arogya Sampda

Objective:
To strengthen primary and preventive healthcare access for rural and tribal communities.

Purpose:
To improve maternal, child, and elderly health outcomes through regular health services, immunisation, and convergence with government healthcare systems.



- Key Activities:**
- Community health check-up camps in Mulashi Taluka
 - Antenatal and postnatal care, nutrition counselling, and referral support
 - Health screening and chronic care for elderly individuals
 - Child growth monitoring and preventive healthcare
 - Mandatory immunisation drives (Polio, BCG, and routine vaccines)
 - Domiciliary visits for critical and immobile patients
 - Last-mile healthcare delivery to Katkari tribal settlements
 - Collaboration with government health departments, ASHA workers, Anganwadis, and Gram Panchayats

- Beneficiaries:**
Over 750 Rural and Tribal Community Members from Mulashi Taluka
- Impact:**
- Improved maternal and child health indicators through timely care and immunisation
 - Early detection and monitoring of health risks among vulnerable groups
 - Increased access to government healthcare schemes
 - Improved community awareness on preventive healthcare practices



Project Amrut – Shirur (Maharashtra)

Objective:

To enhance groundwater availability and ensure sustainable water access in water-stressed rural areas.

Purpose:

To address water scarcity through rainwater harvesting and groundwater recharge for long-term community and institutional water security.



Key Activities:

- Installation of rainwater harvesting and groundwater recharge systems
- Construction of recharge pits, trenches, infiltration chambers, and RCC ring wells
- Channelisation of runoff from large watershed areas
- Rooftop rainwater collection with multi-stage filtration systems
- Borewell and aquifer recharge
- Collaboration with Gram Panchayats, schools, NGOs, and local communities

Beneficiaries:

Approximately 2,300–2,600 people, including ~1,130 direct beneficiaries (students and orphaned children)

Impact:

- ~1.10 crore litres annual groundwater recharge in Kanhur Mesai
- Rainwater harvesting from 50-acre watershed
- Revival of 2 borewells and 1 handpump
- ~7.5 lakh litres annual recharge from Khairengar school campus
- ~50 lakh litres annual recharge from Kendur village catchment
- Year-round water availability for 70–100 orphaned children
- Improved water access for nearby wells, handpumps, and communities

Project Amrut – Bhum (Aspirational District)

Objective:

To improve water security in drought-prone rural communities.

Purpose:

To mitigate water scarcity and support livelihoods through sustainable groundwater recharge infrastructure.



Key Activities:

- Construction of Cement Nala Bund (CNB)
- Surface water retention and enhanced percolation
- Hydrogeological assessment and scientific design
- Community participation in implementation and maintenance
- Formation of Village Water Committee

Beneficiaries:

- 40 farming families directly benefiting
- 210 village households indirectly benefiting

Impact:

- 4.46 million litres surface water storage created
- 13.38 million litres groundwater recharge achieved
- 23 wells rejuvenated
- 25% village land brought under improved water availability
- Average annual income increase of INR 20,000 per family
- Improved drought resilience and reduced seasonal migration

Education -DAV PPS Plus Project – Tangi, Odisha

Objective:

To provide access to quality English-medium education for rural children.

Purpose:

To bridge the rural–urban education gap through holistic schooling, digital literacy, and personality development.



Key Activities:

- Quality education with library, science lab, and computer lab
- Infrastructure development and solar-powered campus
- Community mobilization to improve school enrolment, especially of girls
- Focus on academics and extracurricular activities

Beneficiaries:

Over 4,000 rural students

Impact:

- 100% CBSE Class X results for four consecutive years
- Students achieving national-level academic and sports excellence
- Improved higher-education aspirations and strong community goodwill

Pre-Matric & Inter Coaching Centres (Pan India)

Objective:

To improve academic performance and confidence of rural and tribal students.

Purpose:

To support disadvantaged students in board and competitive examinations.

Key Activities:

- Remedial classes across 33 centres
- Scholarships and mentoring support
- Mock tests, counselling, and soft-skills development
- Employee volunteer engagement

Beneficiaries:

Over 1,400 students

Impact:

- High success rates in board exams and competitive exams (JEE, CS, Nursing)
- Increased motivation towards higher education
- Community-level awareness on the importance of education



Primitive Tribe Development Project – Jharkhand

Objective:

Holistic development of primitive tribal communities.

Purpose:

To address education, health, nutrition, and social inclusion in aspirational districts.

Key Activities:

- Doorstep remedial education centres (17 locations)
- Health camps for women, children, and pregnant mothers
- Anganwadi and school enrolment drives
- De-addiction and community counselling

Beneficiaries:

Primitive tribal families across 2 districts (East Singhbhum & Seraikella-Kharsawan)

Impact:

- Near 100% school enrolment from intervention areas
- Improved hygiene, nutrition, and health awareness
- Enhanced confidence and social integration of tribal communities



Project Tejaswini – Women Empowerment

Objective:

Empower women socially, economically, and psychologically.

Purpose:

To strengthen women's leadership, legal awareness, health, and livelihoods.



Key Activities:

- Education and leadership development programs
- Mental health and family counselling
- Legal rights and domestic violence awareness
- Vocational and digital literacy training

Beneficiaries:

Over 9,293 women across 32 slums

Impact:

- 7,500+ women sensitized on mental health
- 7,000+ women educated on legal rights
- Multiple women-led enterprises and leadership success stories

Project Sambhavi _ Breast Cancer Awareness Program

Objective:

To enable early detection and prevention of breast cancer among underserved women.

Purpose:

To reduce late-stage diagnosis by increasing awareness, screening, and access to diagnostic and treatment services.



Key Activities:

- Breast cancer awareness sessions led by medical professionals
- Education on symptoms, risk factors, and early detection
- Self-Breast Examination (SBE) training
- Clinical Breast Examinations (CBE)
- Individual medical consultations and referral support
- Coordination with hospitals for subsidised diagnostics and treatment
- Community mobilisation through women's groups and volunteers

Beneficiaries:

Over 300 semi-urban and slum women

Impact:

- Increased awareness and adoption of preventive practices
- Improved early-stage detection through structured screenings
- Timely medical referrals and reduced stigma around women's health
- Enhanced access to specialised healthcare services



GRI & BRSR Disclosure Alignment Index

RSB Transmission has reported the disclosures in reference to the GRI Standards 2021 for the period April 1, 2024, to March 31, 2025.

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GRI 414: Supplier Social Assessment	414-1	New suppliers that were screened using social criteria	P2 - E2, P5 - E9, P5 - L4	Responsible Supply Chain Management	63

GRI Standard/ Reference	Indicator Details	Disclosure Details	BRSR Disclosure	Section Name / Data / Comment	Page No.
GRI 417: Marketing and Labeling	417-1	Requirements for product and service information and labeling	P9 - E2, P9 - L2, P9 - L4	Product Quality and Safety	111-112
	417-2	Incidents of non- compliance concerning Product and service information and labeling	P9 – L4	Product Quality and Safety	111-112
	417-3	Incidents of non- compliance concerning Marketing communications	-	Product Quality and Safety	111-112
GRI 418: Customer Privacy	418-1	Substantiated complaints Received concerning breaches of customer privacy and loss of customer data	P9 - E3, P9 - E5, P9 - E7	Customer Privacy and Data Protection	62

United Nations Global Compact (UNGC) Index

UNGC Principle	Principle Description	How RSB Transmis- sion Addresses the Principle	Relevant Sections	Page No.
Principle 1: Human Rights	Support and respect the protection of internationally proclaimed human rights	Commitment to human rights, grievance redressal mechanisms, non- discrimination practices, community engagement, and processes to remediate adverse impacts	Human Rights; Grievance Reporting and Redressal; Local Communities	113, 115, 118–119
Principle 2: Human Rights	Ensure non- complicity in human rights abuses	Supplier and contractor requirements, ethical employment practices, prevention of child and forced labour, and supply chain oversight	Human Rights; Responsible Supply Chain Management	63, 115–117
Principle 3: Labour	Uphold freedom of association and collective bargaining	Recognition of collective bargaining agreements and respect for freedom of association across operations	Collective Bargaining and Freedom of Association	117
Principle 4: Labour	Elimination of all forms of forced and compulsory labour	Policies and controls to prevent forced labour across own operations and suppliers	Ethical Employment and Prevention of Forced Labour	116

UNGC Principle	Principle Description	How RSB Transmission Addresses the Principle	Relevant Sections	Page No.
Principle 5: Labour	Effective abolition of child labour	Zero-tolerance approach to child labour in operations and supply chain	Prevention of Child Labour	116
Principle 6: Labour	Elimination of discrimination in employment and occupation	Diversity and inclusion practices, equal opportunity, fair treatment, and non-discrimination mechanisms	Diversity and Inclusion; Our People; Human Rights	52, 86, 93, 115
Principle 7: Environment	Support a precautionary approach to environmental challenges	Energy efficiency, water stewardship, waste management, emissions management, and biodiversity protection	Energy Efficiency; Conserving Water Resources; Managing Our Waste; GHG Emissions; Biodiversity	71–79, 81–83
Principle 8: Environment	Undertake initiatives to promote greater environmental responsibility	Climate risk management, emissions reduction initiatives, responsible resource use, and supplier environmental screening	Climate Change; Responsible Supply Chain Management	63, 68, 72–79
Principle 9: Environment	Encourage development and diffusion of environmentally friendly technologies	Reduction in energy consumption, emissions reduction initiatives, and process improvements	Energy Efficiency; GHG Emissions	71–73
Principle 10: Anti-Corruption	Work against corruption in all its forms	Code of conduct, conflict-of-interest management, ethics reporting, whistle-blower mechanisms, and legal compliance	Engineering Ethical and Responsible Governance; Business Ethics and Compliance	50, 60–61

United Nations Sustainable Development Goals (UNSDGs) Index

SDG	SDG Focus	How RSB Transmission Contributes	Relevant Sections	Page No.
 SDG 1: No Poverty	End poverty in all its forms everywhere	Implements CSR initiatives focused on community development, livelihoods, and social inclusion, supporting access to basic services and economic opportunities	Corporate Social Responsibility	120
 SDG 2: Zero Hunger	End hunger, achieve food security and improved nutrition, and promote sustainable agriculture	Conducts voluntary health awareness and wellness programmes that promote nutrition awareness, preventive healthcare, and overall well-being for employees and communities	Voluntary Health Awareness and Wellness Programmes	106
 SDG 3: Good Health and Well-being	Ensure healthy lives and promote well-being	Occupational health and safety management systems, hazard identification, health services, safety training, injury and illness tracking, and worker well-being programmes	Occupational Health & Safety	95–109
 SDG 4: Quality Education	Inclusive and equitable quality education	Employee training, skill upgradation, apprenticeships, and continuous learning programmes	Learning and Development	88–89

SDG	SDG Focus	How RSB Transmis- sion Contributes	Relevant Sections	Page No.
SDG 5: Gender Equality 	Achieve gender equality and empower women	Equal opportunity, diversity and inclusion practices, non-discrimination, gender representation across workforce and leadership	Diversity and Inclusion; Our People	52, 86, 93
SDG 6: Clean Water and Sanitation 	Sustainable management of water	Water withdrawal, discharge and consumption management, use of treated water, and water stewardship practices	Conserving Water Resources	75–77
SDG 7: Affordable and Clean Energy 	Access to sustainable energy	Energy efficiency initiatives, reduction in energy consumption and intensity across operations	Energy Efficiency	71–72
SDG 8: Decent Work and Economic Growth 	Promote sustained and inclusive economic growth	Fair employment practices, freedom of association, prevention of child and forced labour, economic value generation, employee well-being	Our People; Human Rights; Economic Performance	30, 86–87, 115–117
SDG 9: Industry, Innovation and Infrastructure 	Build resilient infrastructure and foster innovation	Efficient manufacturing processes, emissions reduction initiatives, technology-driven energy and resource efficiency	Energy Efficiency; GHG Emissions	71–73
SDG 10: Reduced Inequalities 	Reduce inequality within societies	Non-discrimination, fair treatment, inclusive workforce practices	Human Rights; Diversity and Inclusion	93, 115

SDG	SDG Focus	How RSB Transmis- sion Contributes	Relevant Sections	Page No.
SDG 11: Sustainable Cities and Communities 	Inclusive and sustainable communities	Local community engagement, development programmes, impact assessments, and CSR initiatives	Local Communities: Empowering Society for Equitable Development	118–119
SDG 12: Responsible Consumption and Production 	Sustainable resource use	Waste reduction, recycling, responsible material handling, supplier screening on ESG criteria	Managing Our Waste; Responsible Supply Chain Management	63, 78–79
SDG 13: Climate Action 	Combat climate change and its impacts	Climate risk assessment, Scope 1 and 2 emissions measurement, emissions intensity tracking, reduction initiatives	Climate Change; GHG Emissions	68, 72–73
SDG 15: Life on Land 	Protect ecosystems and biodiversity	Biodiversity impact identification, conservation measures, ecosystem services considerations	Protecting and Preserving Biodiversity	81–83
SDG 16: Peace, Justice and Strong Institutions 	Effective, accountable institutions	Corporate governance, ethics, anti-corruption, grievance mechanisms, legal compliance	Engineering Ethical and Responsible Governance; Business Ethics and Compliance	50, 60–61
SDG 17: Partnerships for the Goals 	Strengthen partnerships	Supplier engagement, responsible supply chain management, community partnerships	Responsible Supply Chain Management; CSR	63, 118

Notes

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