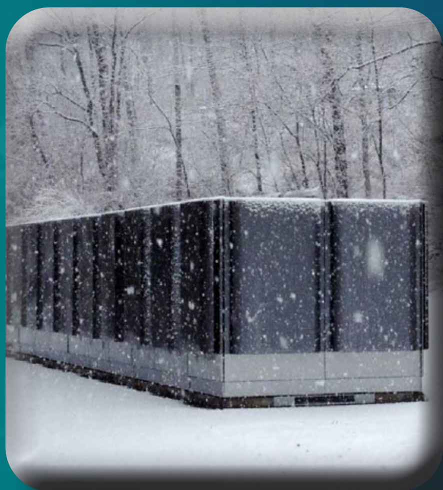
Business Responsibility and Sustainability Report



MTAR Technologies Limited
FY 2025 - 26

ESG at the Core of Our Business

The Company continues to integrate ESG considerations into its business strategy and operations, supporting its commitment to responsible and sustainable growth.

In FY26, the Company continues to derive more than 70% from the manufacture of climate-positive products, underscoring its strategic focus on contributing meaningfully to the global low-carbon economy.

Our ESG Outlook

The Company believes that businesses have an increasingly important role in addressing environmental and social priorities while maintaining high standards of governance. As expectations from customers, investors, employees and other stakeholders continue to evolve, sustainability considerations are becoming increasingly integral to long-term business strategy, operational resilience

Progressive and proactive ESG policies are fundamental to ensuring long-term, sustainable growth. They not only contribute to a better world but also deliver enhanced value to all stakeholders including investors, customers, employees, suppliers, and the wider community. The Company has adopted a comprehensive ESG framework that is closely aligned with its strategic priorities. We believe ESG integration directly contributes to business performance and impacts cash flows in six key ways:

1. Facilitating Top-Line Growth – Through access to new markets, customer segments, and innovation in sustainable products.

2. Improving Bottom-Line Performance – By enhancing operational efficiency and aligning with sustainable procurement practices.

3.Reducing Costs – By maintaining energy efficiency, resource optimization, and waste minimization.

4. Minimising Regulatory and Legal Interventions – Through compliance and staying ahead of evolving ESG regulations.

5. Increasing Employee Productivity – By improving workplace practices, diversity, and employee engagement.

6. Optimising Investment and Capital Expenditure – By aligning capital allocation with long-term sustainability goals.

Our Environment Commitment

MTAR firmly believes that making sound environmental decisions leads not only to improved investment outcomes but also to enhanced well-being for stakeholders and society at large. We are committed to continuously reducing the environmental impact of our operations by manufacturing climate-positive products that contribute to the reduction of carbon emissions, and by making our internal processes more sustainable.

Over the decades, the Company has significantly strengthened its presence in the clean energy segment, manufacturing products that support a variety ofclean technologies. This long-term focus enables us to play a meaningful role, however modest, in the global transition toward a low-carbon economy.

In FY26, a majority of our revenue was derived from the clean energy segment, including civil nuclear power, fuel cells, hydropower, and other sustainable solutions. The Company sees substantial future potential in the growing market for climate positive products.

As part of our efforts to improve the sustainability of our operations and reduce energy consumption, the Company has installed solar rooftops at some of our units. These initiatives are aligned with our broader goal of minimizing our environmental footprint.

Our facilities at Unit 1, Unit 2, EOU, and Adibatla are certified under ISO 14001:2015 for Environmental Management Systems, underscoring our commitment to internationally recognized environmental standards.

In addition, the Company has successfully indigenized several products in the Clean Energy vertical that were previously imported. This has directly contributed to reducing carbon emissions by eliminating the need for overseas shipments. In the past, the Company has also developed other import substitutes, including ball screws and water-lubricated bearings, further supporting our sustainability goals and national self-reliance.

Revenue as % of total revenue from operation	FY 22	FY 23	FY 24	FY25	FY26
Clean Energy – Fuel Cells & Hydel	62.61%	77.04%	60.53%	61.7%	70.16%
Clean Energy – Civil nuclear Power	14.19%	7.64%	10.67%	2.7%	2.69%
Total	76.80%	84.68%	71.21%	64.4%	72.85%

We drive inclusive growth by empowering our people, supporting communities and fostering ethical, trusted and sustainable partnerships across our value chain.

Diversity, Equity and inclusion

The Company is committed to building a workplace where diversity is valued, opportunities are equitable, and every employee is empowered to contribute and grow. Our people practices are guided by the principles of fairness, respect and inclusion, with a focus on creating an environment where individuals from diverse backgrounds and identities can thrive.

We recognise that the manufacturing sector has historically had lower representation of women, and this is reflected in our workforce as well. Improving gender diversity therefore remains an important area of focus for the Company. We are progressively working towards enhancing women's participation across the organisation and creating an enabling workplace that supports their long-term growth and development. Though meaningful change might take time, we remain committed to making consistent and sustained progress towards a more diverse and balanced workforce as the organisation continues to grow.

Customers

The Company has built a strong reputation for exceptional product quality and best-in-class manufacturing processes, fostering enduring relationships with its key customers. By working closely with customers as a strategic partner, the Company has steadily expanded its portfolio of offerings and capabilities, delivering advanced manufacturing solutions that create sustained value and deepen customer partnerships

Employee Welfare and Training

The Company has fostered a culture of excellence and continuous learning, reflected in strong employee retention and a knowledge-driven work environment. By connecting individual roles with the larger purpose of contributing to nation-building, we seek to create a strong sense of purpose and engagement across the organisation. We continue to strengthen our talent pool through focused recruitment, employee development, retention initiatives and continuous learning, reinforcing our commitment to building a skilled, engaged and future-ready workforce.

The Company's Environment, Health and Safety (EHS) framework is centred on creating and sustaining a safe, healthy and responsible workplace, with employee well-being and occupational safety embedded across its operations.In alignment with this commitment, our facilities at Unit 1, Unit 2, Unit 3, Unit 6 and EOU are certified under ISO 45001:2018 – Occupational Health and Safety Management Systems, reflecting our adherence to internationally recognized safety standards.

As part of our commitment to continuous improvement, we regularly measure employee satisfaction. In the most recent annual survey, we recorded an Employee Satisfaction Index of 87% and a Net Promoter Score (NPS) of 27. These positive outcomes, supported by our robust talent management practices, have contributed to consistently high employee retention.

Vendor Development

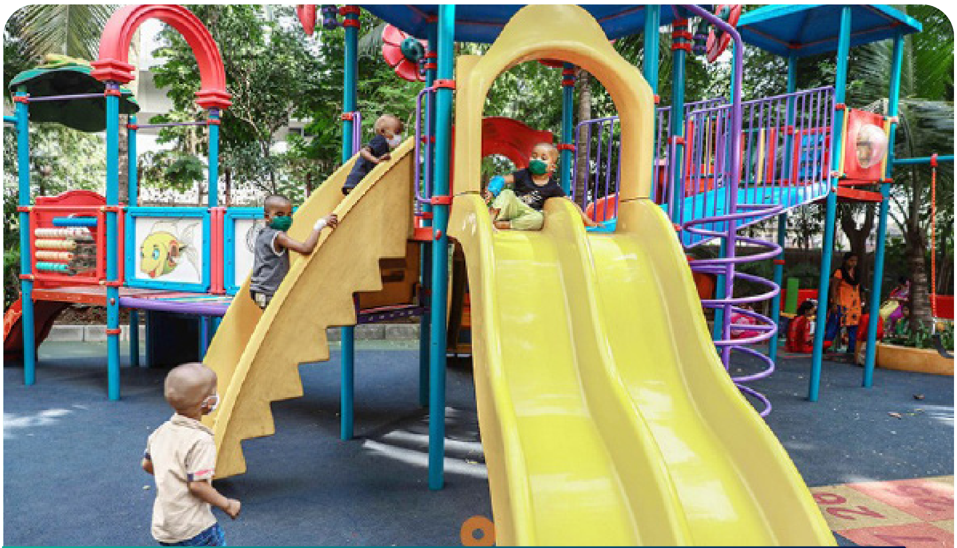
Responsible sourcing and strong vendor partnerships are integral to our supply chain approach. The Company maintains prompt and transparent payment practices while supporting local suppliers, with over 40% of raw materials sourced locally. This strengthens the regional economy while fostering a resilient, sustainable and inclusive supply chain.

Communities

During FY26, the Company continued its commitment towards creating a positive social impact through various Corporate Social Responsibility ("CSR") initiatives. The Company has allocated Rs. 19 Mn and undertook CSR programmes focused primarily on education, skill development, healthcare, and community welfare.

The Company supported various initiatives through reputed organisations and foundations, including Ekam Foundation, MSSO, 3.2.1 Education Foundation, Bright Future, Agastya International Foundation, Cardiac Rehab Foundation, Dangoria Charitable Trust, Friends of Max, St. Judes and Parampara Foundation.

The Company also contributed towards apprenticeship training and skill development aimed at enhancing employability and providing learning opportunities to young individuals.



MTAR has contributed Rs. 0.7 Mn for St Judes Foundation as a part of its healthcare initiatives

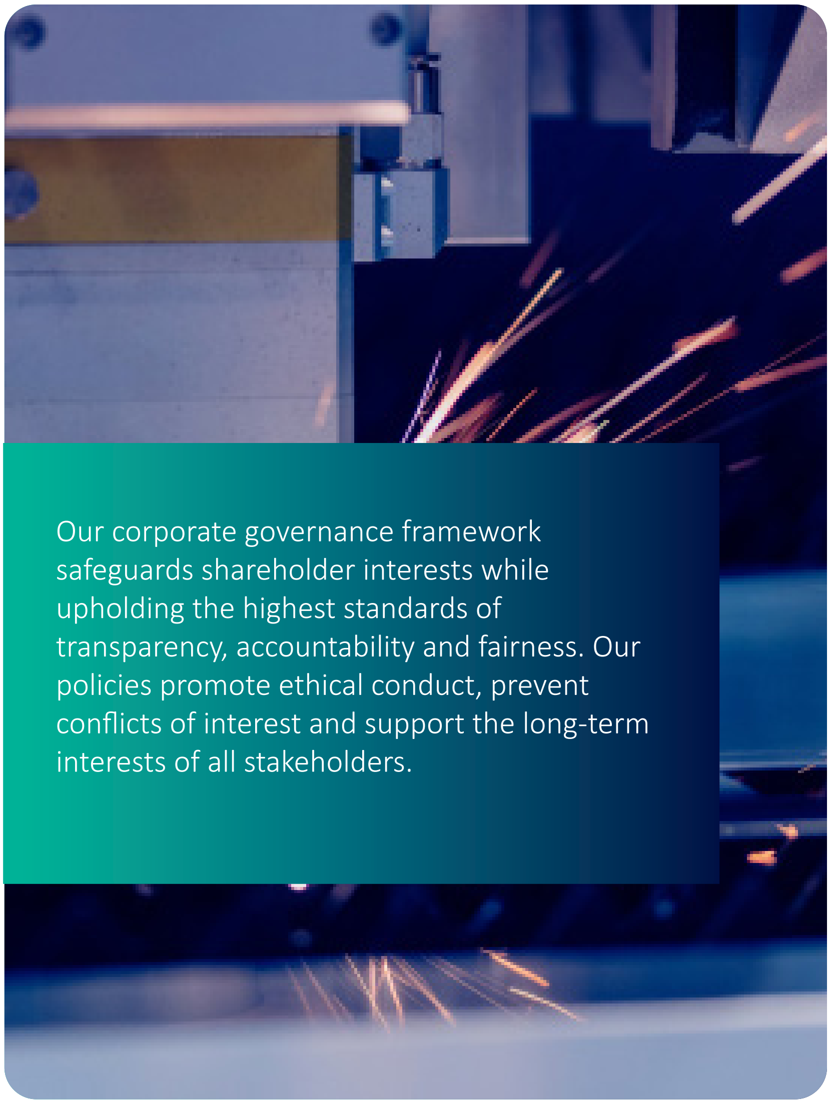
Robust Corporate Governance as a Pillar of ESG

Code of conduct

The Company's Code of Conduct embodies our commitment to the highest standards of ethics, integrity, and compliance. It outlines clear policies on ethical behavior serving as a guiding framework for all our actions and decisions.

The Code of Conduct applies to all employees, members of the Board of Directors, our wholly owned subsidiary, as well as external stakeholders including suppliers, contractors, and business partners. By holding all parties to the same ethical standards, the Company fosters a culture of accountability and trust across our operations.

To ensure consistent understanding and implementation, the Company conducts regular training programs to reinforce awareness of the Code of Conduct and its practical application in day-to-day business activities.



Our corporate governance framework safeguards shareholder interests while upholding the highest standards of transparency, accountability and fairness. Our policies promote ethical conduct, prevent conflicts of interest and support the long-term interests of all stakeholders.

Investors

The Company conducts quarterly earnings calls and provides broad annual revenue guidance at the beginning of each fiscal year. It maintains regular engagement with the investor community through group conferences, one-on-one meetings, and other investor forums.

The Company is committed to maintaining transparency by consistently sharing updates on business developments and strategic progress.

Executive Compensation

The Company follows a structured remuneration framework overseen by the Nomination & Remuneration Committee (NRC) for Directors, KMP and Senior Management. Combining fixed and performance-linked components, the framework is designed to remain competitive and aligned with industry practices, while attracting, retaining and motivating high-calibre leadership to drive sustained performance.

Cyber Security

The Company operates in sensitive sectors and cyber security. MTAR maintains a comprehensive Cyber Security Policy aligned with industry best practices and regulatory requirements. Our facilties at Unit 1, Unit 2, Unit 3, Unit 6, and EOU are certified for ISO 27001:2022 – Information Security Management systems, demonstrating our commitment to safeguarding information assets. Regular internal and external audits are conducted to ensure that all necessary security measures remain effective and up to date.

Dividend policy

As per our current approved dividend policy not exceeding 35% of the annual standalone net profits of the Company (Profit After Tax) can be given at any point of time. However, given the Company's strategic focus on growth and expansion, the Board has opted to retain profits for reinvestment into core operations, innovation, and long-term value creation.

This approach ensures the Company maintains financial flexibility to fund future opportunities, strengthen its market position, and deliver sustainable returns to shareholders over time.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. DETAILS OF THE LISTED ENTITY

1	Corporate Identity Number (CIN) of the Company	L72200TG1999PLC032836	
2	Name of the Company	MTAR TECHNOLOGIES LIMITED	
3	Year of Incorporation	1999	
4	Registered Office Address	18, Technocrats Industrial Estate, Balanagar , Hyderabad, Telangana-500037	
5	Corporate Office Address	18, Technocrats Industrial Estate, Balanagar , Hyderabad, Telangana-500037	
6	E-Mail	info@mtar.in	
7	Telephone	040-44553333	
8	Website	https://mtar.in/	
9	Financial Year for which Reporting is being done		
		Start date	End date
	Current Financial Year	01-04-2025	31-03-2026
	Previous Financial Year	01-04-2024	31-03-2025
	Prior to Previous Financial year	01-04-2023	31-03-2024
10	Name of the Stock Exchange(s) where shares are listed	a. National Stock Exchange of India Limited (NSE) b. BSE Limited (BSE)	
11	Paid-up Capital	Rs. 30,75,95,910	
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Priyanka Agarwal Contact No: 040-44553333/23078312 email address: priyanka@mtar.in	
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis	
14	Name of assessment or assurance provider	NA	
15	Type of assessment or assurance obtained	NA	

II. PRODUCTS/SERVICES

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing and precision Engineering	The Company is engaged in providing precision engineering solutions and manufacturing services to customers across strategic sectors, including Civil Nuclear Power, Space, Defence and Clean Energy. Its capabilities span advanced machining, specialised fabrication, assembly and testing, surface treatment and other special processes, enabling it to offer end-to-end manufacturing solutions.	100

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Manufacture and Machining of high precision for aerospace, aircraft, spacecraft components.	30305	29.85%
2	Manufacture of generators/generating sets for clean energy using hydrogen fuel cell technology	31101	70.15%

III. OPERATIONS

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

Location	Number of Plants	Number of offices	Total
National	11	1	12
International	0	0	0

19. Markets served by the entity:

a. Number of Locations

Locations	Number
National (No. of States)	12
International (No. of Countries)	11

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

83%

c. A brief on types of customers

The Company caters to a diverse customer base across strategic and technology-intensive sectors, including Civil Nuclear Power, Space & Defence and Clean Energy. Its customers include government and public sector organisations, space and defence establishments, large domestic and international original equipment manufacturers (OEMs), and other customers requiring precision engineering and specialised manufacturing solutions.

IV. EMPLOYEES

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	%(B/A)	No. (C)	%(C/A)
EMPLOYEES						
1	Permanent (D)	858	797	92.89%	61	7.11%
2	Other than Permanent (E)	45	44	97.78%	1	2.22%
3	**Total employees (D + E)**	**903**	**841**	**93.13%**	**62**	**6.87%**
WORKERS						
4	Permanent (F)	463	463	100.00%	0	0.00%
5	Other than Permanent (G)	1196	1150	96.15%	46	3.85%
6	**Total employees (F+G)**	**1659**	**1613**	**97.23%**	**46**	**2.77%**

b. Differently abled Employees and Workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	%(B/A)	No. (C)	%(C/A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	0	0	0.00%	0	0.00%
2	Other than Permanent (E)	0	0	0.00%	0	0.00%
3	**Total differently abled employees (D+E)**	**0**	**0**	**0.00%**	**0**	**0.00%**
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	0	0	0.00%	0	0.00%
5	Other than Permanent (G)	0	0	0.00%	0	0.00%
6	**Total differently abled workers (F+G)**	**0**	**0**	**0.00%**	**0**	**0.00%**

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	%(B/A)
Board of Directors	9	1	11.11%
Key Management Personnel	2	1	50.00%

22. Turnover rate for permanent employees and workers

	FY 2025-26 (Turnover rate in current FY)			FY 2024-25 (Turnover rate in previous FY)			FY 2023-24 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	23.17%	19.15%	22.91%	23.50%	1.80%	25.35%	4.70%	0.90%	5.60%
Permanent Workers	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.85%	0.00%	0.85%

V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicating whether holding/Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Gee Pee Aerospace and Defence Private Limited	Subsidiary	100%	No
2	Magnatar Aero System Private Limited	Subsidiary	100%	No

VI. CSR DETAILS

24. CSR Details

1	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
2	Turnover (in Rs.)	8,76,10,76,505
3	Net worth (in Rs.)	8,25,68,21,252

VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism Place (Yes/No). (If Yes, then provide web-link for grievance redress policy)	FY 2025-26			FY 2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes https://mtar.in/policies-related-documents/	Nil	Nil	Nil	Nil	Nil	Nil
Investors (other than shareholers)		Nil	Nil	Nil	Nil	Nil	Nil
Shareholders		Nil	Nil	Nil	Nil	Nil	Nil
Employees and workers		Nil	Nil	Nil	Nil	Nil	Nil
Customers		Nil	Nil	Nil	Nil	Nil	Nil
Value Chain Partners		Nil	Nil	Nil	Nil	Nil	Nil

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Occupational Health and Safety	R	Manufacturing operations involve machining, welding, fabrication, lifting and specialised processes that may expose employees to workplace hazards.	Safety management systems, Personal protective equipment, training, risk assessments, safety audits and incident reporting.	Negative Implications
2	Employee Welfare, Engagement & Skill Development	R&O	Availability and retention of skilled manpower is critical for precision engineering and specialised manufacturing operations.	Employee welfare initiatives, skill development, training, engagement and retention measures.	Positive Implications
3	Product Quality and Reliability	R	The Company serves strategic and technology-intensive sectors where product quality and reliability are critical.	Robust quality systems, inspection, testing, process controls and continuous improvement.	Negative Implications
4	Energy Consumption & Climate Change	R&O	Manufacturing operations require significant electricity and energy consumption.	Energy conservation initiatives, energy-efficient equipment and increased adoption of renewable/ clean energy.	Positive Implications
5	Environmental Management & Waste Generation	R	Manufacturing processes generate metal scrap, process waste and other waste requiring responsible management.	Waste segregation, recycling, authorised disposal and compliance monitoring.	Negative Implications
6	Ethical Business Conduct & Regulatory Compliance	R	The Company operates in highly regulated and strategic sectors with significant compliance requirements.	Code of Conduct, policies, internal controls, compliance mechanisms and awareness programmes.	Negative Implications
7	Responsible Supply Chain & Material Availability	R&O	Operations depend on the timely availability of specialised raw materials and components.	Supplier assessment, vendor development, alternate sourcing and proactive procurement planning.	Negative Implications
8	Human Rights, Labour Practices & Industrial Relations	R	Maintaining fair employment practices and constructive employee relations is important in manufacturing operations.	HR policies, grievance mechanisms, statutory compliance, employee engagement and industrial relations processes.	Negative Implications

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
9	Data Security & Protection of Confidential Information	R	The Company handles sensitive technical, customer and business information	IT controls, access management, cybersecurity measures and information-security practices.	Negative Implications
10	Business Continuity & Operational Resilience	R	Disruption in critical operations, supply chains or infrastructure may affect delivery commitments.	Business continuity planning, risk assessments, contingency planning and operational controls.	Negative Implications

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

S.no.	Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes										
1 (a)	**Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)**	Yes								
1 (b)	**Has the policy been approved by the Board? (Yes/No)**	Yes								
1 (c)	**Web Link of the Policies, if available**	https://mtar.in/policies-related-documents/								
2	**Whether the entity has translated the policy into procedures. (Yes / No)**	Yes								
3	**Do the enlisted policies extend to your value chain partners? (Yes/No)**	Yes								
4	**Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.**	The company has qualified for various management and quality standards such as •AS9100D •ISO 9001:2015 •ISO 45001:2018 •ISO/IEC 27001 : 2022 •ISO 14001:2015 •NADCAP •ISO 3834 & ISO 15085 •IPC 610, IPC 620								

S.no	Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
5	**Specific commitments, goals and targets set by the entity with defined timelines, if any**	The Company has established internal objectives across all departments to lower energy consumption, optimize raw material usage, ensure zero workplace incidents, and foster diversity and inclusion. Additionally, it aims to expand community engagement initiatives and integrate ESG (Environmental, Social, and Governance) principles into all areas of its operations.								
6	**Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.**	To achieve its sustainability goals, the Company has implemented solar power systems to cut down on energy usage. Efforts are consistently made to minimize raw material consumption, offering both economic and technical benefits. The Company upholds equal opportunity principles by promoting an inclusive workplace free from discrimination based on gender, religion, caste, region, or sexual orientation. Steps have been taken to build a diverse and cosmopolitan workforce, resulting in a higher number of female employees. Continuous monitoring is conducted to track progress toward ESG objectives.								
Governance, leadership and oversight										
7	**Statement by director responsble for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)**	At MTAR, we believe that sustainable growth is built on responsible business practices, strong governance and a deep commitment to our people and communities. ESG continues to be an important part of our journey as we grow our business responsibly and create long-term value for all our stakeholders. During the year, we continued to strengthen our focus on environmental responsibility, workplace safety, employee development, ethical business practices and community development. We remain committed to minimising waste, promoting resource efficiency and fostering a safe and inclusive workplace. As we look ahead, we will continue to embed sustainability into our business decisions, with a focus on improving resource efficiency, reducing waste, enhancing safety and strengthening responsible business practices across our operations and value chain. We are confident that our continued focus on responsible growth will enable MTAR to create lasting value while contributing positively to our stakeholders, society and the environment.								
8	**Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).**	Managing Director of the Company is highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).								
9	**Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.**	Yes, The Company's BR policies are implemented by the Managing Director of the Company. The CSR Committee and the Risk Management Committee evaluate sustainability related issues, from time to time.								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	All the policies of the Company are approved and reviewed periodically by the Committee of the Board on need basis. During the review process effectiveness is evaluated and the new trends in markets are considered based on which amendments are made as may be necessary.																	

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	The Company complies with all applicable statutory and regulatory requirements relevant to the principles covered under the BRSR. During the year under review, there were no material instances of non-compliance requiring specific rectification.																	

	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	No. In the coming quarters the Company will approach for the independent assessment by external agency.								

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/ human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1

BUSINESS SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE.

ESSENTIAL INDICATORS

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

Segment	Total number of training and awareness programmes held	Topics/Principles covered under the training and its impact	% age of persons in respective category covered by the awareness
Board of Directors	4	Changes in Companies Act, SEBI and other applicable regulations, Human Rights & Labour Standards, ESG & Sustainability Awareness, Whistle-blower / Vigil Mechanism & Familiarisation with Company's Business & Operations	100 %
Key Managerial Personnel	4	Changes in Companies Act, SEBI and other applicable regulations, Human Rights & Labour Standards, ESG & Sustainability Awareness, Whistle-blower / Vigil Mechanism & Familiarisation with Company's Business & Operations	100 %
Employees other than BoD and KMPs	4	Code of Conduct, Whistle-blower Policy of the Company, Human Rights Policies of the Company, Prevention of Sexual Harassment (POSH), Safety and sustainability training	80%
Workers	4	Code of Conduct, Whistle-blower Policy of the Company, Human Rights Policies of the Company, Fire Safety & Emergency Response Training, Safety and sustainability training	80%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

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

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

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

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

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

No. Although MTAR Technologies Limited does not have a separate, standalone Anti-Corruption or Anti-Bribery Policy, the Company's Code of Conduct and Ethics Policy requires its Directors, KMPs, employees and workers to adhere to ethical, transparent and accountable business practices. Further, the Whistle-blower Policy provides a mechanism for employees and external stakeholders to report concerns relating to unethical practices, including bribery, corruption and other malpractices. These policies are applicable to the Directors, KMPs, employees and workers of the Company.

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

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

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

	FY 2025-26		FY 2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil

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

Not Applicable

8. Number of days of accounts payables

	FY 2025-26	FY 2024- 25
i) Accounts payable x 365 days	5,43,93,15,55,600.00	3,83,76,55,33,665.00
ii) Cost of goods/services procured	6,12,82,13,220.00	3,39,95,43,986.00
iii) Number of days of accounts payables	89	113

9. Open-ness of business - Details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties.

Parameter	Metrics	FY 2025-26	FY 2024- 25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0.00	0.00
	b. Number of trading houses where purchases are made from	0.00	0.00
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0.00	0.00

Parameter	Metrics	FY 2025-26	FY 2024- 25
Concentration of Sales	a. Sales to dealers /distributors as % of total sales	0.00	0.00
	b. Number of dealers / distributors to whom sales are made	0.00	0.00
	c. Sales to top 10 dealers / distributors as % of total sales to dealer / distributors	0.00	0.00
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.40%	0.94%
	b. Sales (Sales to related parties / Total Sales)	0.00	0.00
	c. Loans & advances (loans & advancesgiven to related parties / Total loans & advances)	0.00	0.00
	d.Investments (Investments in related parties / Total Investments made)	0.00	0.00

LEADERSHIP INDICATORS

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

Total number of awareness programmes held	Topics / principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
3	1.Compliance & Ethics 2.Human rights 3.Safety & Sustainability 4.Prevention of forced/child labour	80%

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

Yes, The Company's Code of Conduct mandates that board members and employees must steer clear of situations where their personal interests may interfere with the Company's interests. Directors are obligated to declare annually to the Board any significant interests whether direct, indirect, or on behalf of third parties in any transaction or issue that may have a direct impact on the Company.

PRINCIPLE 2

BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE

ESSENTIAL INDICATORS

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

	FY 2025-26	PY 2024- 25	Details of improvements in environmental and social impacts
R&D	NIL	NIL	NA
Capex	NIL	NIL	NA

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

b. If yes, what percentage of inputs were sourced sustainably?
95.00%

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

(a) Plastics (including packaging): Plastic packaging waste is segregated at source and collected separately. Reusable packaging materials are reused within the Company, while the remaining plastic waste is handed over to authorized recyclers in accordance with applicable regulations. The Company also takes steps to reduce single-use plastics by using recyclable and biodegradable alternatives, wherever feasible.

(b) E-waste: Obsolete electronic items and equipment are identified and segregated separately and handed over to authorized e-waste recyclers for proper disposal. The Company maintains records of e-waste and ensures that its disposal is carried out in accordance with the applicable E-Waste Management Rules, with due care to minimize any impact on the environment.

(c) Hazardous waste: Hazardous waste, such as used oil, paints, chemicals and contaminated materials, is segregated and stored in designated areas using properly labelled and secure containers. The waste is disposed of through vendors authorized by the Pollution Control Board, in accordance with applicable regulations. Proper records and manifest tracking are maintained to ensure safe transportation and disposal of hazardous waste.

(d) other waste: Non-hazardous industrial waste, such as metal scrap, wood and packaging materials, is segregated at source. Metal scrap is handed over to authorized recyclers, while wood is reused for internal packaging or sent to authorized vendors for further use. Waste disposal is carried out in accordance with applicable environmental requirements and the Company's internal waste management practices.

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

No. EPR isn't applicable to the company as we do not manufacture any consumer products, there is no specific plastic, electrical and electronic item produced where EPR is pertinent under e-waste Management.

LEADERSHIP INDICATORS

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No). If yes, provide the web-link.
No. The company has not led any sort of Life Cycle Assessments for products.					

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product / Service	Description of the risk /Concern	Action taken
Not Applicable		

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26	FY (2024-25)
Company's manufacturing processes generates some amount of metal scrap for which engineering measures are taken on a continual basis to minimize waste generation. The scrap is disposed to agencies who subsequently recycle the same for further use as may be applicable.		

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY 2025-26			FY (2024-25)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Not applicable					
E waste						
Hazardous waste						
Other waste						

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
NA	NA

PRINCIPLE 3

BUSINESS SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS

ESSENTIAL INDICATORS

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

Category	Total (A)	% of employees covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	797	0	0.00%	797	0.00%	0	0.00%	0	0.00%	0	0.00%
Female	61	0	0.00%	61	0.00%	61	100%	0	0.00%	0	0.00%
Total	858	0	0.00%	858	0.00%	61	7.11%	0	0.00%	0	0.00%

Category	Total (A)	% of employees covered by									
		Health Insurance		Accident Insurance		Maternity benefits		Paternal benefits		Day Care Facilities	
		Number (B)	% B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Other than Permanent employees											
Male	44	0	0.00%	44	100%	0	0.00%	0	0.00%	0	0.00%
Female	1	0	0.00%	1	100%	1	100%	0	0.00%	0	0.00%
Total	45	0	0.00%	45	100%	1	2.22%	0	0.00%	0	0.00%

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

Category	Total (A)	% of workers covered by									
		Health Insurance		Accident Insurance		Maternity benefits		Paternal benefits		Day Care Facilities	
		Number (B)	% B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	463	463	100%	463	100%	0	0.00%	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	463	463	100%	463	100%	0	0.00%	0	0.00%	0	0.00%
Other than Permanent workers											
Male	1150	0	0.00%	1150	100%	0	0.00%	0	0.00%	0	0.00%
Female	46	0	0.00%	46	0.00%	46	100%	0	0.00%	0	0.00%
Total	1196	0	0.00%	1196	96.15%	46	3.85%	0	0.00%	0	0.00%

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

	FY 2025-26	FY (2024-25)
i) Cost incurred on wellbeing measures (well-being measures means well-being of employees and workers (including male, female, permanent and other than permanent employees and workers)	4,78,41,618.00	2,89,44,559.00
ii) Total revenue of the company	8,76,10,76,505.00	6,75,95,67,788.00
iii) Cost incurred on wellbeing measures as a % of total revenue of the company	0.55%	0.43%

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

Benefits	FY 2025-26			FY (2024-25)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A)
PF	100.00%	100.00%	Yes	100.00%	100.00%	Yes
Gratuity	100.00%	100.00%	NA	100.00%	100.00%	NA
ESI	25.58%	40.86%	Yes	21.00%	33.00%	Yes
Others please specify	-	-	-	-	-	-

3. Accessibility of workplaces

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

Yes, most of the Company's permanent office buildings and manufacturing locations are accessible to differently abled employees and workers. Such arrangements include easily accessible offices, entrances, doors and availability of ramps and elevators etc.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

MTAR's Human Rights Policy provides for a work environment free from discrimination or harassment, including on the basis of disability, and commits to providing equal opportunities to all stakeholders irrespective of disability. https://mtar.in/wp-content/uploads/2025/03/Human-Rights-Policy.pdf

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

	Permanent employees		Non-Permanent employees	
Gender	**Return to work rate**	**Retention Rate**	**Return to work rate**	**Retention Rate**
Male	0	0	0	0
Female	0	0	0	0
Total	0%	0%	0%	0%

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, Grievance redressal mechanism with procedure for raising, escalation and redressal; detailed in Code of Conduct.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2025-26			FY 2024-25		
	Total employees/ workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B /A)	Total employees / workers in respective category (C)	No. of employees /workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	**858**	**0**	**0%**	**698**	0	**0%**
Male	797	0	0%	668	0	0%
Female	61	0	0%	30	0	0%
Total Permanent Workers	**463**	**463**	**100%**	**482**	**482**	**100%**
Male	463	463	100%	482	482	100%
Female	0	0	0%	0	0	0%

8. Details of training given to employees and workers:

Category	FY 2025-26					FY 2024-25				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	841	620	73.72%	560	66.59%	707	600	84.87%	540	76.38%
Female	62	58	93.55%	48	77.42%	31	29	93.55%	25	80.65%
Total	**903**	**678**	**75.08%**	**608**	**67.33%**	**738**	**629**	**85.23%**	**565**	**76.56%**
Workers										
Male	1567	1200	76.58%	1000	63.82%	1351	1190	88.08%	1050	77.72%
Female	46	40	86.96%	38	82.61%	29	26	89.66%	25	86.21%
Total	**1613**	**1240**	**76.88%**	**1038**	**64.35%**	**1380**	**1216**	**88.12%**	**1075**	**77.90%**

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

Category	FY 2025-26			FY (2024-25)		
	Total (A)	No. (B)	% (B /A)	Total (D)	No. (E)	% (E/D)
Employees						
Male	841	671	79.79%	707	551	77.93%
Female	62	35	56.45%	31	24	77.42%
Total	903	706	78.18%	738	575	77.91%
Workers						
Male	1567	808	51.56%	1351	1351	100.00%
Female	46	38	82.61%	29	29	100.00%
Total	**1613**	**846**	**52.45%**	**1380**	**1380**	**100.00%**

10. Health and safety management system:

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

Yes, occupational health and safety management system has been implemented and the company is certified for ISO 45001:2018

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

Work-related hazards and risks are identified through regular workplace inspections, risk assessments, safety audits and incident investigations, covering both routine and non-routine activities.

c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)

Yes, the Company has processes for workers to report work related hazards for mitigating such risks.

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

Yes, The Workers of the company have access to non-occupational medical and healthcare services and are also covered under Group Medical as well as Accident Insurance Policies by the Company.

11. Details of safety related incidents:

Safety Incident/Number	Category	FY 2025-26	FY (2024-25)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	2.59	4.54
Total recordable work related injuries	Employees	0	0
	Workers	7	2
No. of fatalities	Employees	0	0
	Workers	0	1

High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

The Management is strongly committed towards EHS by having risk management process in place to identify hazards and act towards minimising risk. The risk management process has five steps-Identification, Assessment, Mitigation, Monitoring and Reporting. All the stakeholders involved participate in the risk assessment as well as implementation of mitigation measures.

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

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

14. Assessments for the year:

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

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

All the safety related incidents are investigated properly as per the defined process. Appropriate corrective as well as preventive actions in line with our EHS standards are designed and implemented after Root Cause analysis is done.

LEADERSHIP INDICATORS

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N)

Employees	No
Workers	Yes

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

The Company ensures that all relevant clauses relating to statutory compliance are met. These are a standard feature in our contracts / orders and bills are processed subject to compliance requirements being met.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable	
	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employees	0	0	0	0
Workers	0	0	0	0

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

The Company provides transition assistance programmes to facilitate continued employability and the management of careers till retirement.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and Safety Practices	0.00%
Working Conditions	0.00%

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

All safety related incidents are thoroughly investigated following the defined internal procedures. Based on the findings, suitable corrective and preventive action plans are developed and implemented to mitigate risks and enhance workplace safety.

Health & Safety

Adequate placement of first aid kits, fire prevention systems, firefighting equipment, and engineering controls are ensured to uphold a safe and healthy work environment.

Personal Protective Equipment (PPE) is issued to all employees. Regular training and awareness programs are conducted to ensure proper usage and adherence to safety standards.

Working Conditions

All employees are compensated in accordance with statutory minimum wage requirements.

Eligible employees are provided with statutory social security and welfare benefits, including Provident Fund (PF), Employees' State Insurance (ESI), Gratuity, and Bonus.

PRINCIPLE 4

BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

ESSENTIAL INDICATORS

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

The Company identifies key stakeholder groups based on their level of influence on, and impact from, its operations, business activities and value creation. The process considers stakeholders who directly or indirectly contribute to or are affected by the Company's activities. Key stakeholder groups identified include regulators, customers, suppliers, employees, local communities and other relevant stakeholders. The Company periodically reviews its stakeholder groups based on changes in its business operations and stakeholder expectations.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Notice Board, Emails	Regularly	Engagement through CEO/MD messages, communication from unit heads, training programs, and employee-focused initiatives.
Community	No	Community Meetings	Need based	Regular support for community development in education, healthcare, and sanitation through partnerships (e.g., St. Jude India, Bright Future, Parampara Foundation). Activities include providing sanitary products, skill training for college apprentices, and relationship-building programs.
Suppliers	No	E-mail	Regularly	Engagement through grievance handling, supply chain queries, and review meetings with the SCM Head.
Investors or external channels	No	Investor & earning calls, press release	Regularly	Engagement through MIS before listing, email updates, analyst interactions, press releases, annual reports, and official presentations.
Shareholders	No	Public Media	Regularly	Sharing statutory updates and performance reviews of the company, quarterly, annually and periodic compliances

LEADERSHIP INDICATORS

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

The Company engages with relevant stakeholders through structured interactions, including meetings, discussions, feedback mechanisms, employee engagement initiatives, customer and supplier interactions, and CSR/community engagement programmes.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics. If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, The Company considers stakeholder inputs in identifying and managing relevant environmental and social topics. Feedback received through interactions with employees, customers, suppliers, local communities and other relevant stakeholders is reviewed and considered while developing and implementing relevant policies, initiatives and activities. Such inputs are incorporated, wherever relevant, to strengthen the Company's environmental and social practices and address stakeholder expectations.

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

The Company engages with vulnerable and marginalized stakeholder groups, including local communities and other identified groups, through appropriate interactions and community-focused initiatives. The concerns and needs identified through such engagements are considered while planning and implementing relevant CSR and community development initiatives. The Company undertakes measures, wherever applicable, to support the well-being and development of such stakeholder groups.

PRINCIPLE 5

BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

ESSENTIAL INDICATORS

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

Category	FY (2025-26)			FY (2024-25)		
	Total (A)	No. of employees /workers covered (B)	% (B /A)	Total (C)	No. of employees /workers covered (D)	% (D/C)
Employees						
Permanent	858	600	69.93%	698	590	84.53%
Other than permanent	45	40	88.89%	40	35	87.50%
Total Employees	**903**	**640**	**70.87%**	**738**	**625**	**84.69%**
Workers						
Permanent	463	463	100.00%	482	420	87.14%
Other than permanent	1196	800	66.89%	898	795	88.53%
Total Workers	**1659**	**1263**	**76.13%**	**1380**	**1215**	**88.04%**

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

Category	FY (2025-26)					FY (2024-25)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	**858**	**0**	**0.00%**	**858**	**100.00%**	**698**	**0**	**0.00%**	**698**	**100.00%**
Male	797	0	0.00%	797	100.00%	668	0	0.00%	668	100.00%
Female	61	0	0.00%	61	100.00%	30	0	0.00%	30	100.00%
Other than Permanent	**45**	**0**	**0.00%**	**45**	**100.00%**	40	0	0.00%	40	100.00%
Male	44	0	0.00%	44	100.00%	39	0	0.00%	39	100.00%
Female	1	0	0.00%	1	100.00%	1	0	0.00%	1	100.00%
Workers										
Permanent	**463**	**0**	**0.00%**	**463**	**100.00%**	**482**	**0**	**0.00%**	**482**	**100.00%**
Male	463	0	0.00%	463	100.00%	482	0	0.00%	482	100.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other than Permanent	**1196**	**0**	**0.00%**	**1196**	**100.00%**	**898**	0	0.00%	**898**	100.00%
Male	1150	0	0.00%	1150	100.00%	869	0	0.00%	869	100.00%
Female	46	0	0.00%	46	100.00%	29	0	0.00%	29	100.00%

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

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	3	1,20,78,000	0	-
Key Managerial Personnel	1	2,09,54,145	1	8,99,882
Employees other than BoD and KMP	837	4,04,585	61	1,43,890
Permanent Workers	1,567	3,12,808	46	1,79,185

b. Gross wages paid to females:

	FY (2025-26)	FY (2024-25)
Gross wages paid to females	2,53,28,942.00	1,50,69,517.00
Total wages	1,10,92,84,374.00	92,60,46,310.00
Gross wages paid to females (Gross wages paid to females as % of total wages)	2.28%	1.63%

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes

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

MTAR addresses all human rights impacts of the business. All grievances received are recorded, duly analysed, investigated and suitable actions as appropriate are taken to resolve them.

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

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

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

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

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

The Company has policies in place such as Prevention of Sexual Harassment Policy, Code of Conduct which require employees to behave responsibly in their action and conduct. The Whistle Blower policy allows the employees to report incidents which are unethical or discriminatory. The Company also has an Internal Complaints Committee for the protection of women at workplace.

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

Yes, adherence to required compliance including child labour, forced labour and human rights form a part of the Company's business agreements and contracts.

10. Assessments for the year.

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100 %
Forced/involuntary labour	100 %
Sexual harassment	100 %
Discrimination at workplace	100 %
Wages	100 %
Others – please specify	100 %

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

No significant risks / concerns.

LEADERSHIP INDICATORS

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

No complaints have been received for human rights violation.

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

The organization adheres to the standards and approaches laid out for the employees, workers and associates, which are extended across the value chain partners representatives. All the concerned entities adhere to the ethical conduct of business.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Most of the Company's permanent office buildings and manufacturing locations are accessible to differently abled employees and workers. Such arrangements include easily accessible offices, entrances, doors and availability of ramps and elevators etc.

4. Details on assessment of value chain partners:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	0.00%
Forced/involuntary labour	0.00%
Sexual harassment	0.00%
Discrimination at workplace	0.00%
Wages	0.00%
Others – please specify	0.00%

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

Not Applicable

PRINCIPLE 6

BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

ESSENTIAL INDICATORS

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

Whether total energy consumption and energy intensity is applicable to the company?
Yes

Revenue from operations (in Rs.)	FY (2025-26)	FY (2024-25)
	8,76,10,76,505.00	6,75,95,67,788.00

Parameter	FY (2025-26)	FY (2024-25)
From renewable sources [In Gigajoule (GJ)]		
Total electricity consumption (A)	4220.89	4909.13
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	4220.89	4909.13

From non-renewable sources [In Gigajoule (GJ)]		
Total electricity consumption (D)	66,272.36	55,428.54
Total fuel consumption (E)	8,652.43	3,737.20
Energy consumption through other sources (F)	0.00	0.00
Total energy consumed from non-renewable sources (D+E+F)	74,924.80	59,165.74
Total energy consumed (A+B+C+D+E+F)	79,145.69	64,074.87
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.0000090338	0.0000094791
"Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)"	0.000187	0.0006918773
Energy intensity in terms of physical Output	0.043331	0.001384
Energy intensity (optional) – the relevant metric may be selected by the entity	0.00	0.00

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **(No)**

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

No.

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

Parameter	FY (2025-26)	FY (2024-25)
Water withdrawal by source (in kilolitres)		
(I) Surface water	14,760.00	12,831.00
(ii) Groundwater	1,040.00	52,000.00
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**15,800.00**	**64,831.00**
Total volume of water consumption (in kilolitres)	**15,800.00**	**64,831.00**
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.0000018036	0.000009591
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.000009591	0
Water intensity in terms of physical output	0.32866	0
Water intensity (optional) – the relevant metric may be selected by the entity	0	0

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **(No)**

4. Provide the following details related to water discharged:

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	**1030.00**	**1688.00**
No treatment	0	0
With treatment – please specify level of treatment	1030.00	1688.00
(v) Others	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	**1030.00**	**1688.00**

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **(N)**

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

No.

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

Whether air emissions (other than GHG emissions) by the entity is applicable to the company?

Yes

Parameter	Please specify unit	FY (2025-26)	FY (2024-25)
NOx	ug/m3	19.71	52.00
SOx	ug/m3	18.83	49.00
Particulate matter (PM)	ug/m3	39.35	52.00
Persistent organic pollutants (POP)	ug/m3	0.00	0.00
Volatile organic compounds (VOC)	ug/m3	0.00	0.00
Hazardous air pollutants (HAP)	ug/m3	0.00	0.00
Others-Please specify	ug/m3	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No.

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

Whether greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity is applicable to the company?

Yes

Parameter	Unit	FY (2025-26)	FY (2024-25)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO2e	322.06	280.07
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO2e	15,095.37	12,625.39
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO2e / Rs.	0.0000017598	0.0000019092
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	tCO2e / Rs.	0.00003636	0.0014794431
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO2e	0.038086	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	tCO2e	0.00	0.00

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **(No)**

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

Some of our products and their development are our major contribution towards clean technology thereby contributing to reduction in global carbon footprint and greenhouse emissions. As part of our green initiative as well as thrust towards renewable energy, we have set up solar rooftop panels across the units for captive power generation and switched over to LED lights.

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

Parameter	FY (2025-26)	FY (2024-25)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0.00	0.00
E-waste (B)	0.00	0.00
Bio-medical waste (C)	0.00	0.00
Construction and demolition waste (D)	0.00	0.00
Battery waste (E)	0.00	0.00
Radioactive waste (F)	0.00	0.00
Other Hazardous waste. Please specify, if any. (G)	364.00	1,688.00
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. By materials relevant to the sector)	1,720.00	1,389.00
Total (A+B + C + D + E + F + G+H)	**2,084.00**	**3,077.00**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.000002378	0.0000004552
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.000002378	0.0000004552
Waste intensity in terms of physical output	0.043331	1.64
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	1720.00	1,389.00
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	**1720.00**	**1,389.00**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	**-**	**-**

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **(No)**

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

The Company follows waste segregation, reduction, recycling and environmentally sound disposal practices. Recyclable scrap is channelised through authorised recyclers, while hazardous waste is handled and disposed of through authorised agencies in accordance with applicable regulations. The Company also focuses on process optimisation and efficient material utilisation to minimise waste and reduce the use of hazardous materials.

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

S. No.	Location of Operations/ Offices	Type of Operations	Whether the conditions of environmental approval/ clearance are being complied with? If no, the reasons thereofnd coreective action taken, if any.
Not Applicable			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
No environmental impact assessments were required based on applicable law.					

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

S. No.	Specify the law / regulation/ guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
1	All the units under the entity are in compliance with the applicable environmental laws/regulations and guidelines as per the national and state level mandates.			

LEADERSHIP INDICATORS

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information : **NA**
(i) Name of the area
(ii) Nature of operations
(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY (2025-26)	FY (2024-25)
Water withdrawal by source (in kilolitres)		
(i) Surface water	NA	NA
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)	NA	NA
Total volume of water consumption (in kilolitres)	NA	NA
Water intensity per rupee of turnover (Water consumed / turnover)	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	NA	NA
- No treatment		
- With treatment-please specify level of treatment		
(ii) Into Groundwater	NA	NA
- No treatment		
- With treatment-please specify level of treatment		
(iii) Into Seawater	NA	NA
- No treatment		
- With treatment-please specify level of treatment		
(iv) Sent to third-parties	NA	NA
- No treatment		
- With treatment-please specify level of treatment		
(v) Others	NA	NA
- No treatment		
- With treatment-please specify level of treatment		
Total water discharged (in kilolitres)	NA	NA

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **(No)**

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

Parameter	Unit	FY (2025-26)	FY (2024-25)
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs,SF6, NF3, if available)	MtCO2e	1470.400	1126.11
Total Scope 3 emissions per rupee of turnover	MtCO2e/Rs.	0.000016783	0.0014794431
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **(No)**

3. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not Applicable

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

Sr. No.	Initiative Undertaken	Details of the initiative (Web link, if any, may be provided along-with summary)	Outcome of the initiative
Not Applicable			

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

The Company has emergency preparedness plans in place to deal with any sort of emergency situations, hazards & risks, including the provision for first aid. Relevant information and Basic training related to emergency preparedness and response is provided to the employees where the duties and responsibilities of various entities are communicated. In case of occurrence of any unfortunate incident in the plant, proper analysis is carried out and appropriate preventive measures are initiated to avoid recurrence in future.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

No significant adverse impact reported from any value chain partners.

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

As of now, the Company does not have any formal assessment mechanism to monitor the environmental impact of value chain partners' activities. However The code of conduct and ethics policy is applicable to all the business partners which urges one to align their goals with that of the socio-environment regulations.

8. How many Green Credits have been generated or procured:

a. By the listed entity: Nil

b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners: Not Available

PRINCIPLE 7

BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT

ESSENTIAL INDICATORS

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

MTAR has 4 affiliations with trade and industry chambers/ associations.

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

S .No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Confederation of Indian Industry	National
2	Society of Indian Defence Manufacturer	National
3	The Federation of Telangana Chambers of Commerce and Industry	State
4	Export Promotion Council	National

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

Name of the authority	Brief of the case	Corrective action taken
The company has not engaged in any anti-competitive conduct		

LEADERSHIP INDICATORS

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

S. No	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly/Others– please specify)	Web Link, if available
1	Nil	Nil	Nil	Nil	Nil

PRINCIPLE 8

BUSINESS SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

ESSENTIAL INDICATORS

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

Name and brief details of project	S/A Notification No.	Date of Notification	Whether conducted by independent external agency (Yes/ No)	Results communicated in public domain (Yes/No)	Relevant web link
Not Applicable for this reporting period					

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
NA	NA	NA	NA	NA	NA	NA

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

A Grievance redressal policy for the community is in place, including mechanisms and procedure for raising of grievances /complaints as well as their escalation and redressal in line with the Code of Conduct of the Company.

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

	FY (2025-26)	FY (2024-25)
Directly sourced from MSMEs/ small producer	31.37%	20.55%
Sourced directly from within the district and neighbouring districts	28.85%	13.22%

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

	FY (2025-26)	FY (2024-25)
1. Rural		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	0.00	0.00
ii) Total Wage Cost	0.00	0.00
iii) % of Job creation in Rural areas	0.00	0.00
2. Semi-urban		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	0.00	0.00
ii) Total Wage Cost	0.00	0.00
iii) % of Job creation in Semi-Urban areas	0.00	0.00
3. Urban		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	1,48,83,40,000.00	1,22,16,60,000.00
ii) Total Wage Cost	1,48,83,40,000.00	1,22,16,60,000.00
iii) % of Job creation in Urban areas	100.00%	100.00%
4. Metropolitan		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	0.00	0.00
ii) Total Wage Cost	0.00	0.00
iii) % of Job creation in Metropolitan area	0.00	0.00

LEADERSHIP INDICATORS

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

Date of negative social impact identified	Corrective action taken
Not Applicable	

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

S. No.	State	Aspirational District	Amount spent (In INR)
1	Telangana	Hyderabad	0.00

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

No. Ours being a highly technical domain dealing with a niche clientele, the suppliers are often limited to those who are qualified by the customer.

(b) From which marginalized /vulnerable groups do you procure?

Not Applicable

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

0.00%

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

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
1	The Company does not derive any benefits from intellectual properties owned or acquired based on traditional knowledge			

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

S. No.	Name of authority	Brief of the Case	Corrective action taken
1	Not Applicable		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Ekam Foundation-Education Support Program	91	100%
2	3.2.1 Education Foundation	302	100%
3	Bright Future	214	100%
4	Agastya Interna-tional Foundation	24,679	100%
5	Dangoria Charitable Trust	40	100%
6	Friends of Max	297	100%
7	St. Judes	294	100%
8	Parampara Foundation	1000	100%
9	Cardiac Rehab Foundation	1800	100%
10	Friends of Max	297	100%
11	Apprentices Training	40	100%
12	MTAR Voluntary Week	1500	20.00%

PRINCIPLE 9

BUSINESS SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER

ESSENTIAL INDICATORS

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

Consumers/Public are furnished with various choices to interface with the Organization through email, phone, and site. The Company has a committed personnel to respond to their queries and receive feedback in order to improve its services.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not applicable as the Company has a wide range of product across different segments
Safe and responsible usage	
Recycling and/or safe disposal	

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

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

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

	Number	Reasons for recall
Voluntary recalls	Nil	Nil
Forced recalls	Nil	Nil

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

Yes, the Company is certified for ISO/IEC 27001 : 2022 for Information Security and has a policy in place to provide the framework for cyber security. https://mtar.in/policies-related-documents/

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

None

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches along-with impact	0
b. Percentage of data breaches involving personally identifiable information of customers	0%
c. Impact, if any, of the data breaches	Nil

LEADERSHIP INDICATORS

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

The Company's business offerings can be found on the website- https://mtar.in/

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

All Business segments of the Company comply with the regulations and relevant voluntary codes concerning the communications and pitch designed for the consumers. The Company's communications are aimed to enable the customers to make informed purchase decisions.

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

The company works on make to order system, however the Company has necessary mechanisms in place to inform consumers if any major discontinuation happens.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Not applicable, as the Company operates in B2B model.

Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole?

No

Notes

Notes

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