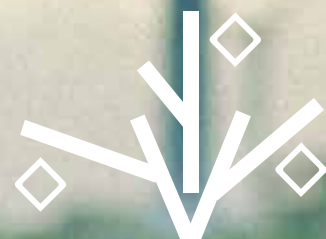




DCM SHRIRAM

Growing with trust



**Rooted in Trust
Ready for Tomorrow**



SUSTAINABILITY REPORT 2024-25



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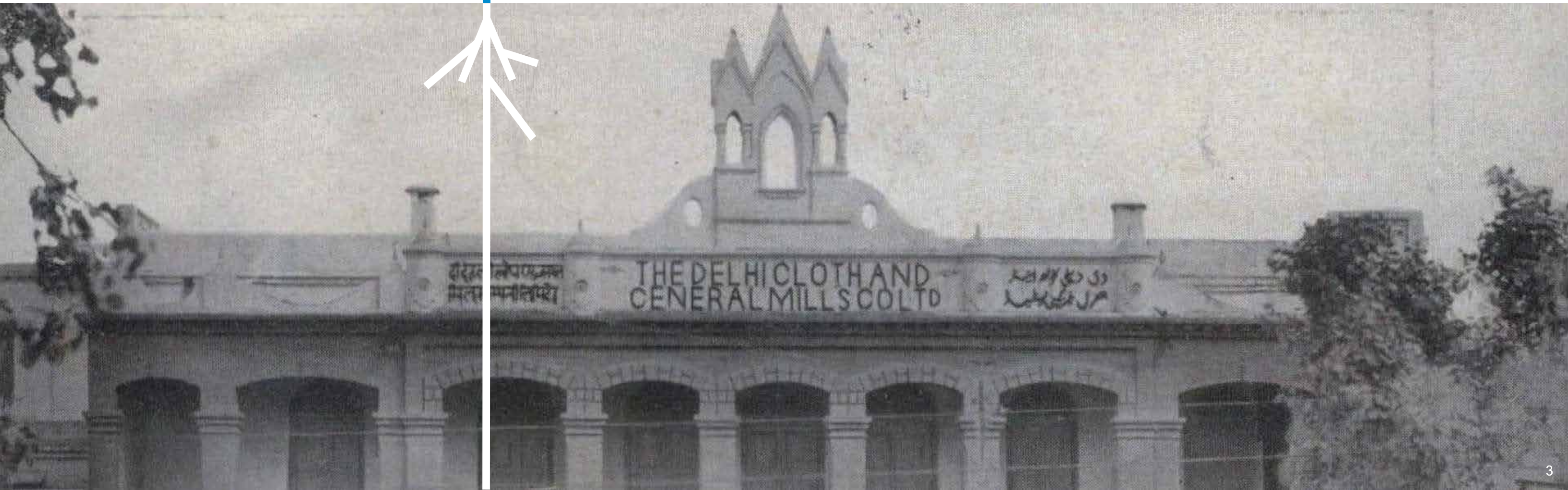
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About DCM Shriram Limited

With a rich heritage spanning decades, DCM Shriram is a name synonymous with stability, sustained growth, and corporate excellence. Our businesses span critical sectors, including Agri-Rural, Chemicals & Vinyl, Sugar, Cement, Fertilizers, and Value-Added Products, contributing to India's industrial and economic progress. Our unwavering commitment to innovation, operational excellence, and environmental stewardship drives us to continually raise the bar. Through our people, products, services, and initiatives, we aim to unlock potential, enrich lives, and foster sustainable growth, creating a positive impact on all stakeholders.

A heritage of excellence, shaping a sustainable future

The company's forward-thinking approach integrates global priorities like climate change, digitization, and sustainable practices into its strategic growth roadmap. Leveraging world-class processes such as Total Quality Management (TQM) and Total Productive Maintenance (TPM), DCM Shriram continually benchmarks operations against global standards. Its unwavering commitment to environment, health, and safety has earned international accolades, including certifications for Environment Management Systems and the prestigious British Safety Council Sword of Honour. By fostering innovation, operational excellence, and sustainability, DCM Shriram remains dedicated to shaping a progressive and responsible future.





Growing with Trust

"Growing with Trust" is our passion and guiding principle. It embodies our core values and defines who we are: unlocking potential, enriching lives, exceeding expectations, and cultivating a joyful work environment. This mantra underscores DCM Shriram's unwavering commitment to fostering a positive impact. Our people, products, services, and initiatives collectively contribute to a better world for our customers and investors through sustainable growth.

We nurture a work environment that prioritizes employee development, satisfaction, and well-being. "Growing with Trust" reflects our firm belief in the transformative power of workplace happiness, enhancing performance, creativity, collaboration, and resilience. It drives us to pursue and achieve our organizational and personal purposes.

It is a proud declaration that we are an organization where happy individuals place the interests of all stakeholders above their own, becoming a force for positive change.





Present to Inspire.
Present to Achieve.



Mr. Ajay S. Shriram,
Chairman & Sr. Managing
Director with the Hon'ble
Prime Minister, Mr.
Narendra Modi, at the
US-India Business
Council's reception,
Washington D.C., 30th
September 2014.

Mr. Ajay S. Shriram,
Chairman & Sr. Managing
Director with Mr. Arun
Jaitley, Minister of Finance,
Corp. Affairs and Info &
Broad., at the CII Conf.,
New Delhi, 12th November,
2014.



The National Awards for
Public Recognition of
Outstanding Activities for
Prevention and Control of
Pollution (1991) were
presented by Hon'ble Prime
Minister Mr. P. V.
Narasimha Rao to Mr. Ajay
S. Shriram, Chairman &
Senior Managing Director,
at a ceremony held at the
Prime Minister's Residence
in New Delhi on 18th
February 1992.

Transforming lives Through Experience, Engineering, and Engagement

At DCM Shriram, we understand the complexities of driving transformation in the agri-rural and chemicals sectors within a dynamic market landscape. Guided by innovation and sustainability, we deliver solutions that empower farmers, industries, and communities to optimize resources, enhance productivity, and achieve scalable growth. From providing advanced agri-inputs and rural support to manufacturing high-quality chemicals, we are equipped to address diverse needs at every stage of the value chain, fostering progress and creating a sustainable future for all. Our approach emphasizes creating impactful outcomes, fostering meaningful engagement, and engineering solutions that amplify success for our clients while delivering long-term value for all stakeholders.

Our strategic investments in core sectors, innovative processes, and a highly skilled talent pool reinforce DCM Shriram as a resilient and forward-looking organization with stakeholder-centricity at its heart. Over the past year, we have made substantial progress toward our ambitious goals. Despite broader market challenges, our stakeholder engagements remain strong, our business pipeline is robust, operational efficiencies are improving, and profitability continues to grow. Our expertise in delivering high-quality agri-rural solutions and advanced chemical products, while embedding sustainability and innovation into every aspect of our operations, is increasingly recognized by our customers and partners. We remain steadfast in our commitment to creating value through integrated strategies and diverse capabilities, ensuring a sustainable and impactful contribution across all our business verticals.





VISION

Vibrant growth with trust.
Energised employees and delighted customers.

Our values

Integrity

Uphold ethical standards. Be socially responsible. Deliver on promises.

Agility

Act with speed. Adapt continuously. Deliver results.

Customer - Centricity

Listen to customers. Build long lasting relationships.

Team Work

Foster collaborative working.
Promote meritocracy.
Practice empathy & humility.

Openness

Encourage diverse views.
Build external orientation

Newness

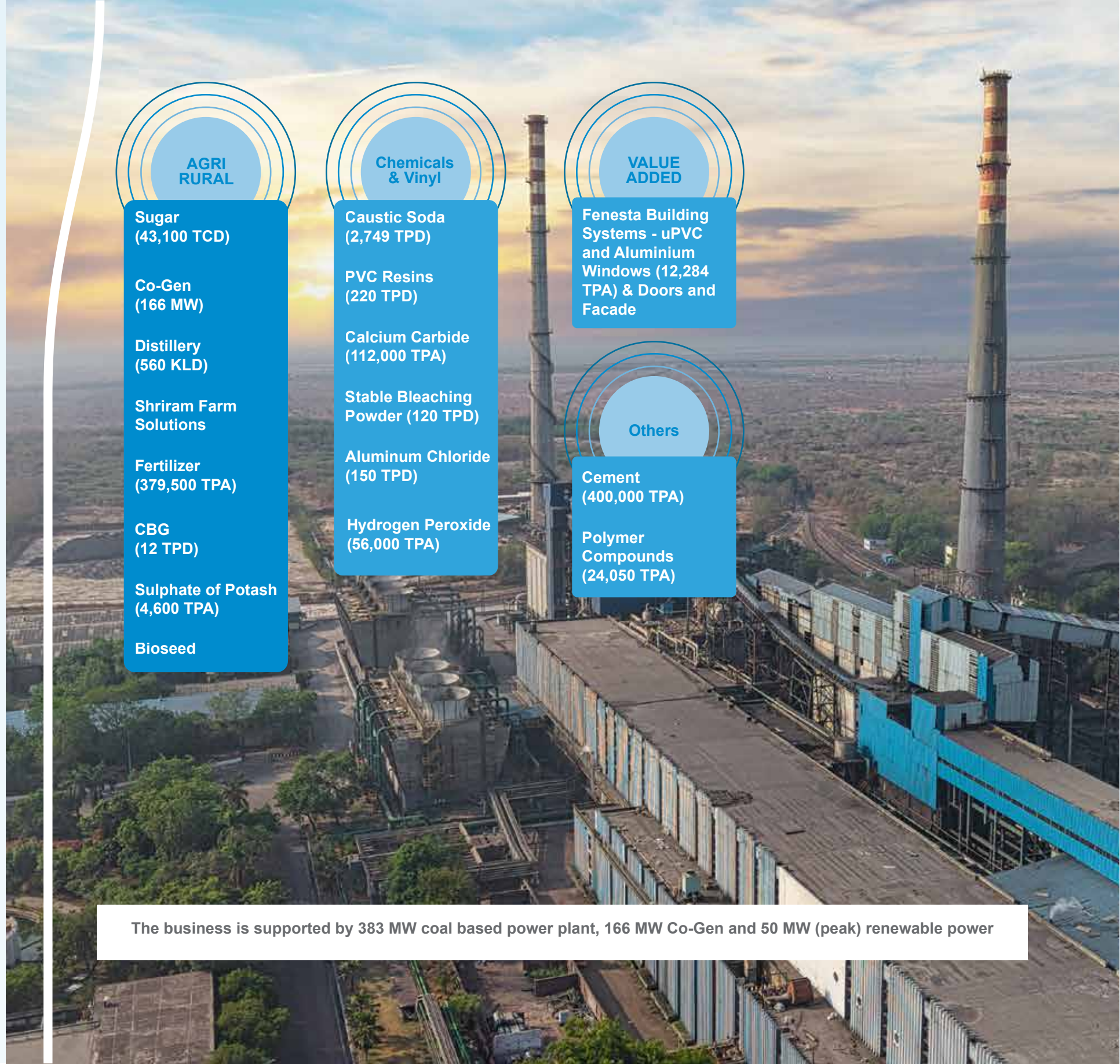
Be innovative,
Be Creative.





Our Businesses

- ★ Shriram Fertilizers & Chemicals, Kota - Rajasthan
- ▲ Fenesta Building Systems, Kota, Bhiwadi, Chennai, Bhubaneswar, Hyderabad
- Shriram Alkali & Chemicals, Bharuch - Gujarat
- 📍 Bioseed, Hyderabad & Philippines
- Sugar Production Units (Central UP) - Ajbapur, Rupapur, Hariawan & Loni & Distillery Units-Ajbapur & Hariawan



AGRI
RURAL

Sugar
(43,100 TCD)

Co-Gen
(166 MW)

Distillery
(560 KLD)

Shriram Farm
Solutions

Fertilizer
(379,500 TPA)

CBG
(12 TPD)

Sulphate of Potash
(4,600 TPA)

Bioseed

Chemicals
& Vinyl

Caustic Soda
(2,749 TPD)

PVC Resins
(220 TPD)

Calcium Carbide
(112,000 TPA)

Stable Bleaching
Powder (120 TPD)

Aluminum Chloride
(150 TPD)

Hydrogen Peroxide
(56,000 TPA)

VALUE
ADDED

Fenesta Building
Systems - uPVC
and Aluminium
Windows (12,284
TPA) & Doors and
Facade

Others

Cement
(400,000 TPA)

Polymer
Compounds
(24,050 TPA)

The business is supported by 383 MW coal based power plant, 166 MW Co-Gen and 50 MW (peak) renewable power



CERTIFICATIONS & RECOGNITIONS

The Company assesses risk levels to ensure all operations and activities comply with the most relevant national and international certifications. This commitment upholds product quality, fosters a safe environment for all, and minimizes environmental impact.

THE KEY CERTIFICATIONS OF THE COMPANY ARE LISTED BELOW

MANUFACTURING SITES/BUSINESS	ISO 9001	ISO 14001	ISO 45001
KOTA	✓	✓	✓
BHARUCH	✓	✓	✓
AJBAPUR	✓	✓	✓
HARIAWAN	✓	✓	✓
LONI	✓	✓	✓
RUPAPUR	✓	✓	✓
FENESTA BUSINESS	✓	✓	✓
BIOSEED BUSINESS	✓	✓	✓
SFS BUSINESS	✓	✓	✓

OTHER SECTOR SPECIFIC CERTIFICATIONS	
Chemicals Site at Bharuch	Responsible Care and ISCC (International Sustainability & Carbon Certification)
Sugar Sites at Hariawan, Ajbapur and Loni	Bonsucro
Sugar Sites at Ajbapur, Hariawan, Loni and Rupapur	Food Safety System Certification 22000 (FSSC)

Key ESG recognitions



ABOUT THE REPORT

OVERVIEW

DCM Shriram Limited is proud to present its sixth Sustainability Report, prepared in alignment with the International Integrated Reporting framework. This report aims to provide stakeholders with a transparent view of the Company’s capacity to create sustained value over the short, medium, and long term. It encapsulates our financial (consolidated) and non-financial achievements while mapping annual environment, social, and governance (ESG) performance against international standards, underscoring our strategic goals and commitments for the stated boundary and scope for the report.

RESPONSIBILITY STATEMENT

To ensure the credibility and accuracy of the disclosures, data in this report has undergone thorough internal reviews and independent third-party assurance by Deloitte Haskins & Sells LLP. The assurance was conducted as per the International Standard on Sustainability Assurance Engagements (SSAE) 3000 under limited assurance criteria. The assurance statement is available on page 86.



STAKEHOLDER FEEDBACK

Stakeholder feedback is an integral part of our continuous improvement process. We actively seek and value inputs from stakeholders to enhance our policies, programs, and disclosures. We encourage readers to share their insights at sustainability@dcmshriram.com, reaffirming our commitment to transparency, accountability, and collaborative growth.

SCOPE AND BOUNDARY

The report comprehensively highlights our performance across six capitals, drawing on data from all domestic business units under DCM Shriram Limited. This includes the Agri-Rural, Chemicals & Vinyl, Sugar, Cement, Fertilizers, and other Value-Added Business segments, with locations spanning Uttar Pradesh, Gujarat, Rajasthan, Telangana, Tamil Nadu, and Odisha. Data from overseas operations, associate companies, joint ventures, and subsidiaries, where the Company does not have operational control, are excluded. The report focuses on our environmental, economic, and social performance for FY 2024-25. Except for economic performance, which is reported on a consolidated basis, all other disclosures are aligned to the stated boundary, which covers more than 95% of the total revenue of the Company.

OUR CAPITALS



REPORTING PRINCIPLES AND FRAMEWORK

The report is aligned with the Value Reporting Foundation’s Integrated Reporting framework, the UN Global Compact principles, and the Global Reporting Initiative standards - in accordance to option ensuring content and quality.

Our ESG disclosures align with the Sustainability Accounting Standards Board and the UN Sustainable Development Goals.

The report also contains applicable requirements and principles of the following:

- United Nations Sustainable Development Goals (UN SDGs)
- United Nations Global Compact (UNGC)
- National Guidelines on Responsible Business Conduct (NGRBC) Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, including compliance with the Business Responsibility and Sustainability Report (BRSR) framework
- TCFD Framework

Chairman & Vice-Chairman's Message

Dear Stakeholders,



Ajay S. Shriram



Vikram S. Shriram

We are proud to present DCM Shriram Ltd.'s Integrated Sustainability Report for FY 2024–25, a milestone in our journey towards sustainable business practices. This report, titled **“Rooted in Trust: Ready for Tomorrow,”** aligns our performance across Financial, Manufactured, Intellectual, Human, Social & Relationship, and Natural Capital, reflecting our commitment to transparent value creation.

In FY25, we embedded Environmental, Social, and Governance (ESG) principles deeper into our operations, guided by a Dynamic and Double Materiality Framework. This approach, integrated with Enterprise Risk Management, identified 15 material ESG topics crucial to our stakeholders and global benchmarks.

Despite global challenges - geopolitical tensions, trade barriers, and supply chain disruptions - India's resilient economy helped us deliver steady performance. Our revenue grew 11% to ₹12,741 crore, while EBITDA rose 35% to ₹ 1,472 Crores, driven by robust performances in Chemicals & Vinyl and Shriram Farm Solutions. Margin pressures persisted in Sugar & Ethanol and Fenesta, but our diversified model ensured financial resilience.

We earned global recognition for our sustainability efforts - our S&P Global CSA score improved from 54 to 59, placing us in the top 7% of 523 global chemical companies. Our EcoVadis score rose from 45 to 62, earning us a Bronze medal. These achievements reflect our enhanced focus on environmental stewardship.

Energy transition remains a priority. We signed a 50 MW Renewable Power Purchase Agreement for Bharuch, invested ₹57 crore in renewable projects at Kota, and achieved 35% of total energy from non-fossil sources. Our sugar division produced 14.72 Crore Litres of Ethanol, supporting India's ethanol blending program and driving circular value from agri-residues.

We harvested and conserved 10 times more water than consumed at our sites and recycled 96% of total waste. Safety remains a core focus, with zero fatalities among permanent and contract employees this year. Our community programs continued to strengthen education, health, rural development, and livelihoods, empowering youth and farming communities.

A detailed Climate Risk Assessment study helped us identify key physical and transition risks. The insights from the study will shape our long-term climate strategy and investment planning.

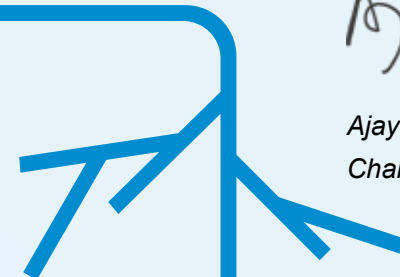
We thank our stakeholders, employees, customers, investors, partners, and communities - for their trust and support. Rooted in trust and driven by shared purpose, we are ready for tomorrow.



Ajay S. Shriram
Chairman & Sr. Managing Director





Vikram S. Shriram
Vice Chairman & Managing Director




SUSTAINABILITY AT GLANCE

 **54K Trees**
planted and additionally
410K Mangrove
planted


 **35%**
Green Energy Consumption


 **0.6%**
Reduction in water withdrawal intensity on revenue


 **1.01** tCO₂e / Ton of Production
GHG intensity (Scope1 + Scope2)

 **Zero**
Liquid discharge in distillery units

 **10 Times more water**
conserved and harvested than consumed

 **0.5%**
Reduction in waste disposal intensity on Revenue


 **27%**
Materials recycled as key raw materials


 **84%**
Plastic packaging recycled

 **16 hours**
of training per employee per year

 **Achieved 6%**
diversity in permanent employees

 **₹ 81.9 Crores**
Investment in Research and Development

 **42 Million**
Work hours

 **0.1**
LTIFR for Permanent Employees and Workers (Including Contractors)


 **₹ 24.33 Crores**
Spent on CSR initiatives

 Positively impacted more than
1.39 lakhs people

 **Zero Fatality**
For Permanent Employees and Workers (Including Contractors)

 **₹ 12741 Crores Revenue**
credit rating aa+ crisil

 **BRSR framework**
BRSR Core Indicators assured by independent agency

 Assessment of **100%**
of Tier 1 Value Chain Partners

 **Amongst 7% Top Global Chemical**
Companies by S&P Global CSA 2024. Received ESG score of 61/100
(as on 18 Dec 2024)

 **"B" Rating in CDP**
Climate Change & Water Assessment 2024

 **Complinty e-Software**
to track legal compliances

OUR STRATEGIC APPROACH

The business environment today is marked by a dynamic set of challenges influenced by diverse internal and external factors. Extreme weather events have resulted in significant physical and operational risks, while evolving global regulations and policies have introduced broader compliance requirements.

To navigate these complexities, organizational resilience, adaptability, and agility are essential for sustainable growth. DCM Shriram has consistently risen to these challenges, embedding robust sustainability principles into its operations.

The company has focused on operational excellence to reduce its carbon footprint and has taken a proactive stance on environmental stewardship, prioritizing water conservation and waste management as critical areas of focus.

DCM Shriram places the well-being of its people and its contributions to society at the center of its sustainability efforts. The organization remains committed to fostering growth while creating a sustainable business model.

With a focus on generating positive social impact, the company continues to address the well-being, progress, and development of its stakeholders. By aligning with material topics, DCM Shriram contributes to achieving multiple Sustainable Development Goals (SDGs).



ESG PHILOSOPHY

To move ahead with a wider and deeper ESG impact across our value chain, the company follows the ASCRIBE framework. Sustainability is ingrained in our ASCRIBE framework and is an essential component of our business. It is a holistic strategy for all stakeholders, including customers, suppliers, investors, employees, the societies we serve, and the planet. The company strives to address material topics in order to support inclusive economic opportunities. This would help the company foster a culture of trust, empowerment, and growth, and ensure that our people and businesses remain resilient and relevant for the future.

The framework has helped to draft best-in-class ESG policies and an implementation roadmap. The ESG principles have been infused at all levels across the organisation. We aspire to the “ASCRIBE” motto on ESG to highlight what we are committed to working on, with transparent and attainable objectives.

- A ACTION FOR CLIMATE CHANGE**
- S SUSTAINABLE PROCUREMENT PRACTICES**
- C CIRCULARITY IN PRODUCTS FOR ECO-EFFICIENCY**
- R RELIABLE DATA SYSTEMS FOR DATA PRIVACY AND SECURITY**
- I INCLUSIVITY AND DIVERSITY IN HIRING AND COMMUNITIES' DEVELOPMENT**
- B BUSINESS ETHICS AND CORPORATE GOVERNANCE**
- E EFFICIENT HEALTH AND SAFETY MANAGEMENT SYSTEMS**

PILLARS OF SUSTAINABILITY STRATEGY	OUR FOCUS AREAS	OUR PREPARATION FOR THE FUTURE
OUR VALUES AND ETHOS	HEALTH & SAFETY	INTEGRATING ESG IN BUSINESS DECISIONS
STAKEHOLDER VALUE CREATION	WATER CONSERVATION	GREATER STAKEHOLDER VALUE
RESOURCE EFFICIENCY	ENERGY EFFICIENCY AND DECARBONIZATION	FUTURE-PROOFING OUR BUSINESS
	CIRCULAR ECONOMY	
	SUSTAINABLE AGRICULTURE AND BIODIVERSITY	

STRATEGIC PRIORITIES, FRAMEWORK ALIGNMENT AND PROGRESS UPDATE

Creating enduring value through targeted strategies

The ASCRIBE framework is at the core of DCM Shriram's sustainability strategy, guiding the organization in addressing material topics and aligning its operations with global sustainability standards. Through our ASCRIBE framework of seven Strategic Priorities (SPs) aimed at business transformation, we have mapped our material topics and identified key performance indicators (KPIs) to measure our progress against these priorities. Our priorities are also aligned with our growth and ESG commitments. To ensure a comprehensive approach, we have mapped these priorities against the United Nations Global Compact (UNGC) principles, the Sustainable Development Goals (SDGs), and the Business Responsibility and Sustainability Reporting (BRSR) Framework. The integration of these frameworks ensure alignment with global and national sustainability expectations, addressing critical challenges such as climate change, resource efficiency, inclusivity, and governance.

While each of the SPs have identified material issues, we believe their cumulative impact requires immense collaboration. SPs are being effectively communicated across DCM Shriram Ltd. in a manner that is easy to understand and implement, also it can be reviewed using technology, which would foster accountability and collaboration.

Each Strategic Priority not only addresses critical ESG challenges such as climate action, resource efficiency, inclusivity, and governance but also interacts dynamically with the Six Capitals defined in the Integrated Reporting (IR) framework. These interactions demonstrate how our initiatives foster the preservation, enhancement, and efficient utilization of resources across operations and stakeholders. Developing competencies, ensuring robust succession planning, and fostering a shared commitment to strategic goals are critical for embedding our roadmap across all levels of the organization. This includes strengthening leadership communication, enhancing managerial capabilities, and promoting diversity to build a resilient and inclusive workforce. Throughout the reporting period, we aligned our operations with these strategic priorities by investing in innovative and sustainable practices while reinforcing our core strengths. Regular updates on progress were presented to the Board, which provided actionable insights and recommendations to drive a more performance-oriented and sustainable implementation approach.

By making constant innovations in the products and processes across the business portfolio, DCM Shriram strives to work towards a sustainable future. In everything that we do, the way it will impact people and the planet is always taken into consideration. The nature of the products that we manufacture presents an opportunity to make a larger impact on society. We are constantly refining our products to make a positive impact.

We work towards becoming leaders in our sector by acting as responsible corporate citizen. This gets reflected in the multiple initiatives that we have taken to reduce our carbon footprint, be energy efficient, promote a circular economy, staying multiple times water positive, creating health ecosystems leading to rich biodiversity, strong EHS policy setting the highest standards in plant design, equipment selection, maintenance, and operations, and have a robust EHS Management System.



The table below highlights the alignment of ASCRIBE Objectives and Strategic Priorities with the ESG frameworks & Principles, detailing how each objective contributes to fostering responsible business practices

ASCRIBE Framework Elements	SP1	SP2	SP3	SP4	SP5	SP6	SP7
Objectives	Action for Climate Change	Sustainable Procurement Practices	Circularity in Products for Eco-Efficiency	Reliable Data Systems for Data Privacy and Security	Inclusivity and Diversity in Hiring and Communities" Development	Business Ethics and Corporate Governance	Efficient Health and Safety Management. Systems
Strategic Priority	Transition to renewable energy, enhance energy efficiency, and integrate climate-related risk assessments into business strategies.	Strengthen supplier partnerships with a focus on ESG compliance & ethical practices.	Promote circular economy principles to minimize waste and maximize resource efficiency.	Establish cutting-edge digital systems to improve transparency and operational efficiency.	Build a diverse workforce and strengthen community programs for education, healthcare, and livelihoods.	Strengthen governance frameworks and ethical practices across the value chain.	Create safe working environments and implement effective health and safety measures.
Focus Areas (material issues)	<ul style="list-style-type: none">Climate Change StrategyEnergy Management & Emission ReductionWater StewardshipBiodiversity & Ecosystem ManagementTechnology & Innovation	<ul style="list-style-type: none">Sustainable Supply Chain	<ul style="list-style-type: none">CircularityWaste ManagementProduct Stewardship	<ul style="list-style-type: none">Data Security and Privacy	<ul style="list-style-type: none">Employee engagement, diversity and inclusion (including recruitment, retention and development)Community Development	<ul style="list-style-type: none">Ethics and GovernanceHuman Rights and Labour Practices	<ul style="list-style-type: none">Health & Safety
SDGs Impacted	SDG 7, SDG 9, SDG 13, SDG 15,	SDG 8, SDG 12, SDG 17	SDG 9, SDG 12	SDG 9, SDG 16	SDG1, SDG 3, SDG 4, SDG 5, SDG 8, SDG 10	SDG 16, SDG 17	SDG 3, SDG 8
UNGC Principles	P7, P8, P9	P1, P2, P4, P5, P6	P7, P8	P1, P10	P1, P6	P2, P10	P3, P6
BRSR Principles	P2, P6, P7	P4, P9, P5	P2, P6	P1, P4	P3, P4, P5	P1, P10, P7	P3, PB, P5
Capital Impacted	Natural Capital, Intellectual Capital, Financial Capital	Social & Relationship Capital, Natural Capital Financial Capital	Natural Capital, Intellectual Capital, Manufactured Capital	Intellectual Capital, Social & Relationship Capital, Financial Capital	Human Capital, Intellectual Capital, Social & Relationship Capital	Financial Capital, Intellectual Capital, Social & Relationship Capital	Human Capital, Social & Relationship Capital, Financial Capital
Key KPIs	GHG Emissions, Energy & Water Consumption, Waste-to-landfill status, Investment in R&D, Patents Applied	Suppliers Screened on ESG parameters	Recycled material in use, waste generation and disposal, low carbon products	Number of data security breaches	Gender diversity, hiring and turnover, training and employee support programs, CSR projects & investment	Annual CoC compliance, Regulatory compliances and breaches, Board.	Safety and Hazard reporting, HSE Training
Progress achieved	<ul style="list-style-type: none">TCFD adoptedClimate Risk Assessment carried outBiodiversity impact Assessment carried out for Bharuch siteComplete disclosure of Scope 3	<ul style="list-style-type: none">100% Tier 1 suppliers screened	<ul style="list-style-type: none">Set-up of CBG plantSet-up of Grain based distillery plant	<ul style="list-style-type: none">Zero events reported for data security breaches	<ul style="list-style-type: none">6% diversity achievedAgWater Challenge successfully organised to promote social entrepreneur	<ul style="list-style-type: none">Reviewed all Business Risk followingTraining sessions/ webinar on Risk Management Framework for increasing awareness across all levels100% CoC Compliance	<ul style="list-style-type: none">Safety Excellence program on Behavioral Safety and Process Safety Management (PSM) at Chemicals & Vinyl and Sugar business.Surveillance audits for ISO 45001
Way forward	TNFD adoption	Increase awareness on ESG amongst value chain partners	Collaborative work on Green Chemistry with academia	Third party diagnostics of the prevailing system related to data privacy.	Striving to achieve 10%	Review of Risk Management Policy	Implementation of the Safety Excellence program

VALUE CREATION MODEL - IT'S ABOUT TRUST

Co-creating value, empowering progress, enriching heritage

Our business model is innovative and future-focused, designed to adapt and thrive amidst challenges such as climate change, geopolitical uncertainties, supply chain disruptions, fluctuating input costs, and evolving customer demands. As we continue to enhance the scale and quality of our operations, we gain greater clarity and confidence in our growth prospects, ensuring long-term value creation.

INPUTS

Our resources and relationships we rely on



Financial Capital

- A well balanced cost effective funding mix (debt and equity) deployed for sustaining, supporting and creating value across all capitals



Manufactured Capital

- Foundations like plants, warehousing, logistics, facilities, and actual assets,
- Raw materials- Sugarcane, Chemical compounds, reagents, solvents etc



Intellectual Capital

- R&D capabilities, analytical and investigative expertise for process development and optimisation.



Human Capital

- The knowledge, abilities, experience, and inspiration of our workers help us to create value and grow.



Natural Capital

- Adhering to our sustainability framework, we promote efficient resource utilisation and sustainable practices.



Social & Relationship Capital

- Caring for our communities with several initiatives and projects that empower their lives
- Collaborations and alliances with industry bodies and business partners
- Engaging with quality suppliers.

Cash & Cash Equivalence:
₹ 343.22 Cr. Net Worth: ₹ 6,958 Cr.
Net Debt: ₹ 1,434.23 Cr.
SPV for Renewable Energy Projects:
₹ 57 Cr

Manufacturing facilities: 11
Number of Offices: 46
Capacities
Sugar: 43,100 TCD
Urea: 3,79,500 TPA
Caustic Soda: 2,749 TPD
CAPEX under Environmental
Projects: INR 126 Cr

Investment in R&D:
₹ 81.9 Crores
R&D Sites: 14
Number of R&D team
members: 86

Permanent FTEs: 6,255
Avg. Training: 16 hrs/FTE/Year
Spend on Employee Benefits:
₹ 1,070 Crores

Total Energy Consumption: 50,675 TJ
Green Energy
Consumption: 17,624 TJ
Water Consumption: 12.42 Million m3s

CSR expenditure:
₹24.33 Crores

STANDARDS & FRAMEWORKS

GOVERNANCE

HOW WE CREATE VALUE FOR OUR STAKEHOLDERS?

OUR BUSINESSES DIVERSIFIED
AND FOCUSED

Our Values

AGRI- RURAL
Urea, Sugar,
Ethanol, Farm
Solution Business
covering entire
range of inputs,
R&D based Hybrid
Seeds

CHEMICALS & VINYL
Caustic Soda,
Chlorine, Aluminum
Chloride, Calcium
Carbide, PVC Resins,
PVC Compounds,

VALUE ADDED
Fenesta
Building
Systems, uPVC
& Aluminium
Doors &
Windows

Integrity
Agility
Customer
Centricity
Teamwork
Openness
Newness



Vision

VIBRANT GROWTH WITH TRUST. ENERGISED EMPLOYEES AND DELIGHTED CUSTOMERS

A Action for Climate Change

S Sustainable Procurement Practices

C Circularity in Products for Eco-Efficiency

R Reliable Data Systems for Data Privacy and Security

I Inclusivity and Diversity in Hiring and Communities' Development

B Business Ethics and Corporate Governance

E Efficient Health and Safety Management Systems

Risk & Opportunities

DOUBLE AND DYNAMIC MATERIALITY

OUTPUTS

Revenue: INR 12,741 Cr
EBITDA: INR 1,472 Cr
Growth in Revenue: 11%
Current Long Term
Credit rating by ICRA: AA+

Growth In:

- Chemicals Business: 31%
- Vinyl Business: 6%
- Sugar & Ethanol Business: 4%
- Shriram Farm Solutions: 21%
- Bioseed Business: 17%
- Fenesta Business: 5%

2 Sites achieved ZLD Status

Patent Granted: 48
Plant Variety Protection (PVP)
registrations filed: 158
Patents for Invention Granted: 4
Patents for Inventions filed: 6

Women in the workforce: 6%
Employee Engagement Survey: 97%
LTIFR:
• Employees: 0
• Contractual employees: 0.12
Reportable incidents: 4
Fatality: 0

Scope1 & Scope 2 Emissions:
34,39,356 tCO2e
Waste recycled: 96%
10 Times Water Harvested and Saved
more the amount consumed

CSR Beneficiaries: 1.39 lakh
people benefited

Trees Planted: 53,899

Local Procurement: 89%

MSME Procurement: 11%

OUTCOMES

Co-creating value with stakeholders

Shareholders and Investors

- Creating long-term value and wealth with regular and timely updates of business and sustained growth in business

Customers

- Reliable access to high-quality products and solutions, supported by robust innovation and sustainable practices tailored to DCM Shriram's diverse business portfolio.

Employees

- Creating a diverse, inclusive, engaged and effective workplace

Government and Regulators

- Compliance with all regulatory and governance frameworks
- Regular audits across quality, safety and environment processes
- Leaving a lasting positive impact on society with products that enrich lives

Local Communities

- Contributing to the development of local residents within our area of operations through various social empowering activities

Suppliers/Business Partners

- Continuous engagement with essential suppliers for raw materials to ensure enhanced product quality and undisrupt- ed operations

STAKEHOLDER ENGAGEMENT AND MATERIALITY

DCM Shriram engages with all its stakeholders on a regular basis and seeks feedback, which helps the organization to make right decisions and prioritise actions. By acting on the inputs we receive from our stakeholders, allocation of resources gets done in a more efficient and impactful manner. The Company is committed to address what the stakeholders find material as a part of the materiality assessment exercise that it undertakes periodically.

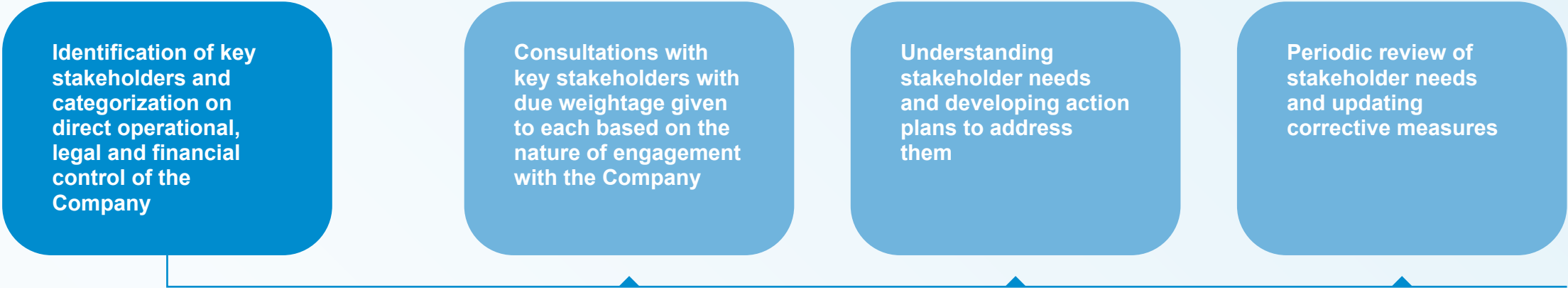
DCM Shriram is accountable to all its stakeholders, and establishing partnerships with them is a core element of its stakeholder engagement plan. By taking the liability and control approach, the company broadly classified the stakeholders into three groups – key stakeholders, strategic stakeholders, and external influencers.

DCM Shriram has developed a structured framework to guide our continuous engagements with stakeholders. The company keeps making changes to the engagement methods to keep them more relevant and broad enough to capture their vision, feedback and suggestions for improvement.

While there is a wide variety of stakeholders, which brings in diverse perspectives, the engagement approach also has to be unique. DCM Shriram follows a customized approach for each stakeholder based on their nature and level of influence. However, the fundamental principles of ensuring transparency in information disclosure and accountability for our actions remain at the core.



THE DETAILED PROCESS THAT THE COMPANY FOLLOWS FOR THE STAKEHOLDER CONSULTATION HAS BEEN ILLUSTRATED HERE:



Stakeholder Group	How we engage	Frequency	Key expectations	Our actions
Employee	<ul style="list-style-type: none"> - Employee engagement survey - Performance reviews - Cultural events - Intranet - Committees & forums on specific topics - Newsletters 	Quarterly Weekly/Monthly	<ul style="list-style-type: none"> - Digitization - Non discrimination - Safe work environment - Skill upgradation - Work life balance 	<ul style="list-style-type: none"> - Continuous upgradation of digital tools - Code of Conduct for all employees - ISO 45001 certification and Safety Committee at all site - Competency mapping and annual training calendar - Regular health talks - Flexible work hours
Shareholders & Investors	<ul style="list-style-type: none"> - Annual General Meetings - Quarterly Board Meetings - Annual Financial Report - Emails 	Quarterly	<ul style="list-style-type: none"> - Improved profitability and growth of organization - Transparent and effective communication - Investor servicing 	<ul style="list-style-type: none"> - Regular Business Performance reviews - Regular business updates communicated through website - Dedicated investor relations cell
Government & Regulatory Bodies	<ul style="list-style-type: none"> - Compliance Reporting - Policy discussion through Industry Associations 	Quarterly Monthly/Annually	<ul style="list-style-type: none"> - Compliance to regulatory requirements 	<ul style="list-style-type: none"> - Digital solution 'e-Complinty' implemented to track compliance reporting
Customers	<ul style="list-style-type: none"> - Customer Surveys. - Exhibitions - Plant Visits - Market Surveys 	Yearly Monthly	<ul style="list-style-type: none"> - Customer Satisfaction - Low carbon products - Quality - Product Safety 	<ul style="list-style-type: none"> - Increased renewable energy - Increased energy efficiency - Life Cycle Assessment conducted for key products - Product Safety information provided through MSDS
Suppliers, Dealers & Distributors	<ul style="list-style-type: none"> - Supplier Meet - Plant Visits - Exhibitions 	Yearly Monthly	<ul style="list-style-type: none"> - Transparency - Business Ethics - ESG Awareness 	<ul style="list-style-type: none"> - Responsible Procurement Policy - Code of Conduct for all employees. - ESG aspects included in the supplier contract - ESG Awareness conducted
Local Communities	<ul style="list-style-type: none"> - Surveys - Public Hearings - Awareness Camps - Cultural Events 	Quarterly Monthly	<ul style="list-style-type: none"> - Health & Hygiene - Water Conservation - Waste Management - Employment 	<ul style="list-style-type: none"> - Dedicated projects on health, education and environment management - Impact Assessment conducted for key projects. - Vocational training projects implemented
Farmers	<ul style="list-style-type: none"> - Awareness Camps - Alerts through SMS or in-person field visits - Impact Assessments 	Monthly Weekly	<ul style="list-style-type: none"> - Sustainable Agriculture - Improved Livelihood and Income - Access to quality agri-input materials like seeds, fertilizers etc. 	<ul style="list-style-type: none"> - Dedicated Call Centre for farmers - Meetha Sona Project to improve yield and reduce environmental footprint. - SFS Business dedicated to service the farmers on quality agri-Input materials
Civil Society	<ul style="list-style-type: none"> - Collaboration on various CSR Projects 	Yearly Monthly	<ul style="list-style-type: none"> - Community Development 	<ul style="list-style-type: none"> - Various projects implemented related to healthcare, education, vocational training etc.
Media	<ul style="list-style-type: none"> - Press Releases - Financial Results 	Quarterly Monthly	<ul style="list-style-type: none"> - Transparency 	<ul style="list-style-type: none"> - Website is updated regularly on key events
Industry Associations	<ul style="list-style-type: none"> - Seminars and Conferences - Close Working Groups 	Quarterly Monthly	<ul style="list-style-type: none"> - Industry best practices - Policy Inputs 	<ul style="list-style-type: none"> - Senior Leaders part of the Close Working Groups for Policy Inputs - Regular participation in Awards, Seminars and Conferences



MATERIALITY ASSESSMENT

DOUBLE AND DYNAMIC MATERIALITY

Continuing our previous practice of peer benchmarking and sectoral assessment by SASB, this year we have significantly improved our materiality assessment process, aligning it with Global Reporting Initiative (GRI) 3: Material Topics 2021, GRI Universal Standards 2021, and European Sustainability Reporting Standards (ESRS), including guidance from the European Financial Reporting Advisory Group (EFRAG) for the Corporate Sustainability Reporting Directive (CSRD) and the BRSR Framework.

Identify and assess impacts on an ongoing basis

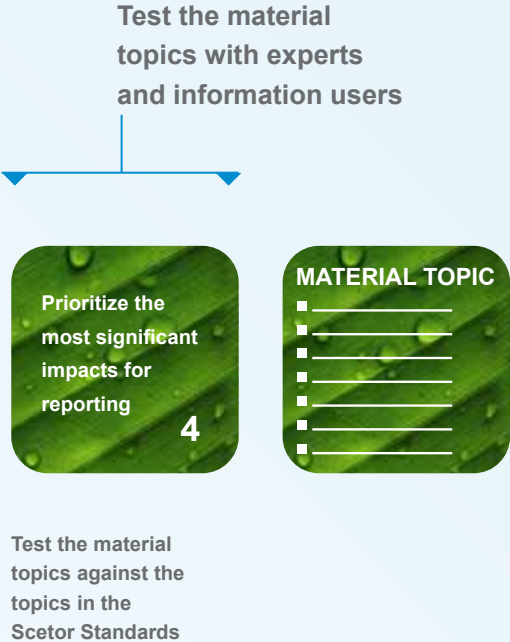


The major advancement in our methodology is the introduction of a Dynamic and Double Materiality approach, which integrates the principles of Impacts (Positive & Negative), Risks, and Opportunities. This enhanced framework assesses material topics across three dimensions:

- **Stakeholder Concerns**
- **Impact on the Organization**
- **Impact on Sustainability**

Our updated approach enable us to prioritize and evaluate ESG issues based on their relevance to growth, and impact, ultimately determining a comprehensive materiality matrix. This matrix serves as a foundation for advancing sustainable management practices and strengthening stakeholder engagement.

Determine material topics for reporting



Stakeholder Engagement and Analysis:

In FY25, 58 internal respondents representing 10 stakeholder groups participated in the annual materiality assessment. Survey results were analyzed across the dimensions of Stakeholder Concerns, Impact on the Organization, and Impact on Sustainability, identifying 15 material issues. These issues were reviewed by the BRSR core team and subsequently reported to the Board of Directors.

Integration with Enterprise Risk Management (ERM):

To enhance the robustness of our assessment, we have fully integrated the Enterprise Risk Management (ERM) process. This integration allows us to identify and evaluate risk factors, emerging trends, impact severity, and likelihood of occurrence. It also facilitates the development of ESG strategies and provides deeper insights into sustainability impacts in terms of risks and opportunities.

Additionally, each material topic was evaluated for both it's positive and negative impacts, including a focused assessment of its implications on Human Rights. Following GRI 3 guidance, negative impacts were further categorized under three dimensions

- Caused by the organization
- Contributed by the organization
- Directly linked

Scoring Methodology:

The determination of high-priority material issues was guided by a structured scoring methodology, considering inputs from stakeholder responses and risk assessments. Key dimensions for scoring included:

- **Scale:** Evaluates the severity of the impact.
- **Scope:** Assesses the breadth of the impact across affected areas.
- **Irremediable Character:** Measures the difficulty of reversing or mitigating harm, applicable to negative impacts.
- **Likelihood:** Considers the probability of occurrence, relevant to potential impacts

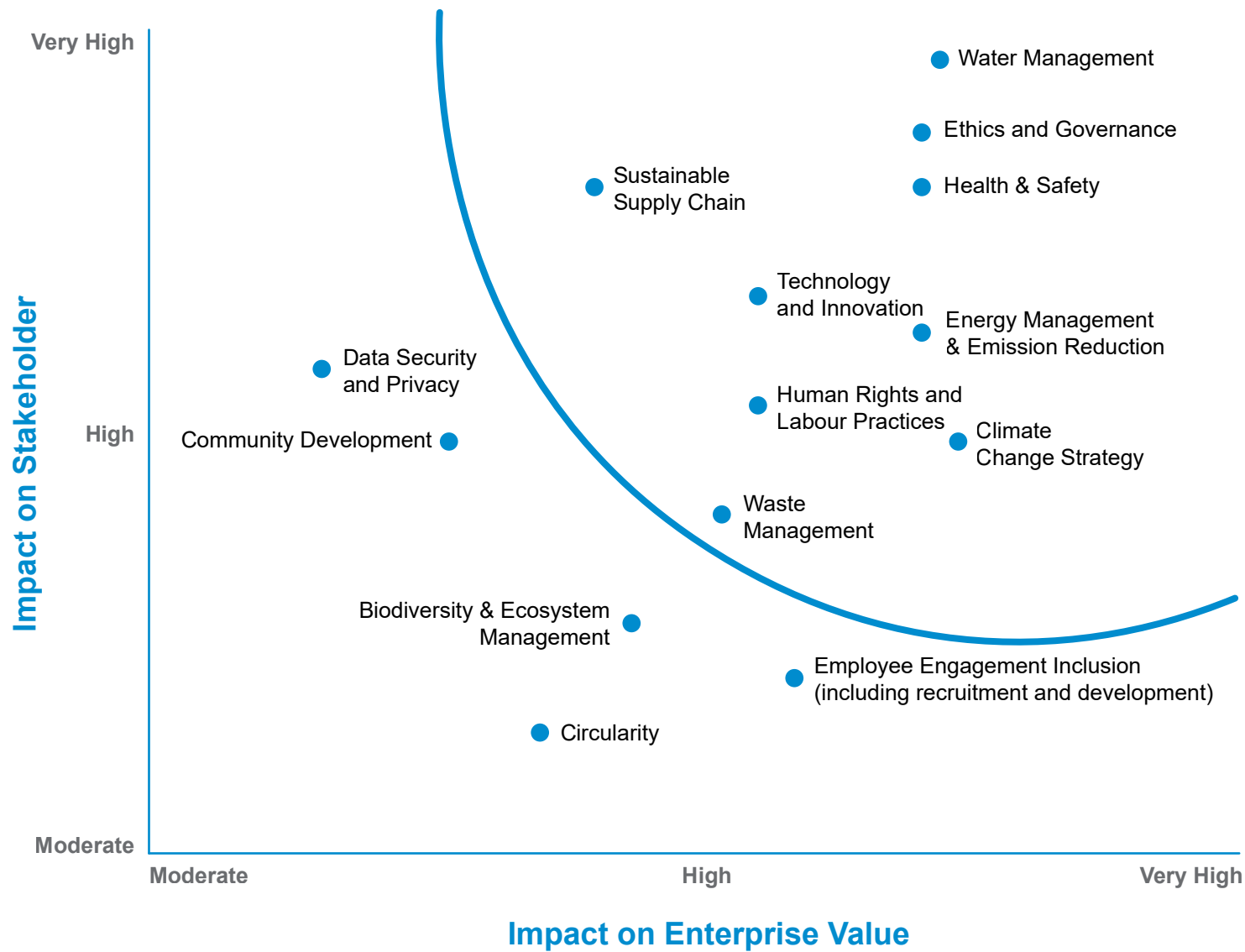
Illustration	Severity assessment			Is the impact assessed as material?
	Scale	Scope	Irremediability	
Negative impact				
Impact 1				No
Impact 2				Yes
Impact 3				Yes
...				
Impact N				Yes

Colour Coding

Low Medium High



Materiality Map FY25



ESG	Material Topics	Stakeholders (Business Relationships)	Type of impacts (Negative/Positive)	Type of Impacts (Risk/Opportunity)	Associated Impacts	Duration (Time Horizon*)	Potential/Actual	Organisation Role in the Negative Impact	Impact on Human Rights
Environment	Climate Change Strategy	Local Communities, Investors, Employees Customer, Regulatory Agency	Negative	Risk	Increased regulatory scrutiny, potential operational costs increase potential penalties, adverse global warming impact	1,2 & 3	Potential Likely	Caused	Low
			Positive	Opportunity	Reduced greenhouse gas amissions, improved public health, enhanced corporate reputation & investors.confidence, green product innovations	1,2 & 3	Potential Less Likely	-	
	Energy Management & Emission Reduction	Employees, Suppliers, Investors, Customers, Regulatory Agency	Negative	Risk	Increased GHG emissions from proposed expansions without RE, High investment cost for renewable energy projects, reliance on unstable energy market, non accessibility of energy efficient technologies, regulatory compliance for energy intensive sectors	1,2 & 3	Potential Highly Likely	Caused	Low
			Positive	Opportunity	Increased energy efficiency and reduced GHG emissions, cost savings, compliance	1,2 & 3	Potential Highly Likely	-	
	Water Management	Local Communities Regulatory Agency, Employees, Investors	Negative	Risk	Risk of water availability, increased costs for water treatment	1,2 & 3	Potential Extremely Likely	Caused	Low
			Positive	Opportunity	Sustainable water management practices, positive community relations, Water conservation and harvesting	1,2 & 3	Potential Extremely Likely	-	
	Waste Management	Employees, Local Communities, Regulatory Agency, External Consultants	Negative	Risk	Disposal costs for hazardous waste, potential penalties, Land and water pollution	2 & 3	Potential Lively	Caused	Low
			Positive	Opportunity	Reduced landfill waste, enhanced recycling compliance with regulacions	2 & 3	Potential Lively	-	
	Circularity	Suppliers, Customers, Employees	Negative	Risk	Higher costs for sustainable materials and limited availability	2 & 3	Potential Lively	Contributed	Low
			Positive	Opportunity	Sustainable sourcing practices, improved product lifecycle management, less waste generation	2 & 3	Potential Lively	-	
	Technology and innovation	Customers, Employees, Investors, Technology partners (Consultants)	Negative	Risk	High R&D costs, potential project fallures	1, 2 & 3	Potential Lively	Caused	Low
			Positive	Opportunity	Development of new innovative products, patented products, competitive advantage	1, 2 & 3	Potential Lively	-	
	Biodiversity & Ecosystem Management	Local Communities, Ragulatory Agency, Employees	Negative	Risk	Increased costs for emissions control, potential penalties, potential loss of biodiversity and damage to ecosystem	1, 2 & 3	Potential Lively	Caused	Low
			Positive	Opportunity	Improved air quality, enhanced community health	1, 2 & 3	Potential Lively	-	

* 1 - Short Term: 0-3 Years | 2- Medium Term: 3-10 Years | 3 - Long Term: Beyond 10 Years

ESG	Material Topics	Stakeholders (Business Relationships)	Type of impacts (Negative/Positive)	Type of Impacts (Risk/Opportunity)	Associated Impacts	Duration (Time Horizon*)	Potential/Actual	Organisation Role in the Negative Impact	Impact on Human Rights
Social	Health & Safety	Employees, Contractors, Local Community	Negative	Risk	Potential legal liabilities arising out of accidents, increased risk of accidents and related cost	1,2 &3	Potential Likely	Caused	Madium
			Positive	Opportunity	Improved employee well-being reduced absenteeism, high employes morale	1,2 &3	Potential Lively	-	
	Community Development	Local Community, NGO's	Negative	Risk	Potential community unrest and social license to operate	1 & 2	Potential Likely	Directly Linked	Low
			Positive	Opportunity	Strengthened community ties, enhanced social responsibility	1 & 2	Potential Lively	-	
	Human Rights and Labour Practices	Employees, NGOs, Local Communities, Value chain partners, Regulators	Negative	Risk	Risk of negative publicity, legal risks and potential penalties	1, 2 & 3	Potential Likely	Caused	Medium
			Positive	Opportunity	Enhanced employee morale, improved workplace culture	1, 2 & 3	Potential Lively	-	
	Employee engagement, diversity and inclusion (including recruitment, retention and development)	Employees	Negative	Risk	Potential for incidents of discrimination, potential internal conflict	1 & 2	Potential Lively	Caused	Low
			Positive	Opportunity	Increased innovation, broader talent pool, Improved corporate image	1 & 2	Potential Lively	-	
	Product Stewardship	Customers, Suppliers, Employees, Investors	Negative	Risk	Costs of maintaining quality, Risk of product recalls, brand image	1 & 2	Potential Lively	Caused	Low
			Positive	Opportunity	Increased customer satisfaction, reduced returns	1 & 2	Potential Lively	-	
Governance	Data Security and Privacy	Customers, Employees, Regulatory Agency	Negative	Risk	Costs of data protection measures, legal liabilities	1 & 2	Potential Lively	Caused	Low
			Positive	Opportunity	Enhanced consumer trust, competitive advantage	1 & 2	Potential Lively	-	
	Ethics and Governance	Employees, Customers, Value chain partners, Investors, Regulatory Agency	Negative	Risk	Legal penalties for unethical behavior, costs of compliance programs	1 & 2	Potential Lively	Caused	Low
			Positive	Opportunity	Enhanced corporate reputation, improved stakeholder trust	1 & 2	Potential Lively	-	
	Sustainable Supply Chain	Suppliers Customers, Investors, Employees	Negative	Risk	Increased complexity in supply chain management, potential disruptions	1 & 2	Potential Likely	Directly Linked	Low
			Positive	Opportunity	Strengthened supplier relationships, enhanced brand loyalty	1 & 2	Potential Lively	-	

* 1 - Short Term: 0-3 Years | 2- Medium Term: 3-10 Years | 3 - Long Term: Beyond 10 Years

CORPORATE GOVERNANCE

A Foundation for Responsible Growth

At DCM Shriram Ltd., our governance practices are deeply rooted in our heritage and values, reflecting an unwavering commitment to building a dynamic, resilient, and flourishing organization. We firmly believe that corporate governance forms the cornerstone of sustained performance, upholding a legacy of accountable, ethical, and transparent practices. Our governance framework ensures compliance with the Companies Act, 2013, and the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 embedding integrity, agility, and innovation in all our decisions.

Governance Philosophy

At DCM Shriram LTD., we recognize our social responsibility and strive to fulfill our promises to stakeholders by ensuring that every action aligns with our company's values. Our Board of Directors plays a pivotal role in driving resilience by empowering stakeholders to adapt to the ever-changing business landscape. They champion a governance approach that fosters the right culture, effective risk management processes, and unwavering adherence to ethics, justice, and equality.

As the business landscape evolves, so does the board's decision-making, ensuring that the needs of our customers and stakeholders are always at the forefront. This adaptive and inclusive approach ensures equitable opportunities for all, securing the foundation of a sustainable future.

Our governance principles are guided by the values of:

- **Integrity: Fostering trust through accountability and transparency.**
- **Customer-Centricity: Prioritizing the needs of stakeholders.**
- **Teamwork and Innovation: Encouraging collaboration and forward-thinking.**

Through these principles, we strive to create enduring value for our stakeholders and the environment, ensuring that every decision aligns with our organizational ethos and strategic objectives.

Board Composition and Tier 1 Structure

DCM Shriram Ltd. operates under a Tier 1 Board structure, where strategic oversight and operational decision-making are centralized within the Board of Directors. This structure ensures robust governance and enables the organization to address emerging business challenges effectively. The Board comprises fourteen distinguished members with a great breadth of experience as world-class business leaders or professionals, including:

Executive Directors: Chairman & Senior Managing Director, Vice Chairman & Managing Director, Joint Managing Director, and Deputy Managing Director.

Independent Directors: Two Women Independent Directors and other highly qualified professionals bringing objectivity to decision-making.

Non-Executive Non-Independent Director: Having core experience and skills in Corporate Affairs, Law, Accounting and Direct Tax areas.

Nominee Director: A representative from LIC (Life Insurance Corporation).

Whole-Time Director (EHS): Overseeing overall ESG & Sustainability including Environmental, Health, and Safety responsibilities.

Board Diversity: 67% Independent Directors.



Mr. Ajay S. Shriram
Chairman & Senior Managing Director



Mr. Vikram S. Shriram
Vice Chairman & Managing Director



Mr. Ajit S. Shriram
Joint Managing Director



Mr. Aditya A. Shriram
Deputy Managing Director



Mr. Pradeep Dinodia
Non-Executive Director



Mr. Pravesh Sharma
Independent Director



Justice (Retd.) Vikramajit Sen
Independent Director



Mr. Pranam Wahi
Independent Director



Ms. Seema Bahuguna
Independent Director



Dr. Simrit Kaur
Independent Director



Mr. Vipin Sondhi
Independent Director



Mr. Tejpreet Singh Chopra
Independent Director

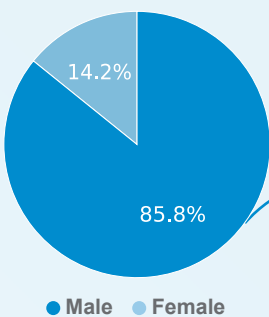


Mr. Rabinarayan Mishra
Nominee of LIC of India



Mr. K.K. Sharma
Whole Time Director - EHS

BOD | Gender Diversity



BOARD RESPONSIBILITIES

At DCM Shriram Ltd., the Board of Directors, under the leadership of the Chairman & Senior Managing Director and the Vice Chairman & Managing Director, upholds the highest standards of corporate governance. The Board is committed to its duties with a dedicated, competent, and independent approach, ensuring ethical leadership and sound decision-making at all levels.

The Board's primary responsibilities include ensuring compliance with relevant laws and regulations, maintaining financial transparency, providing timely disclosure of material information, and upholding the highest standards of integrity. These responsibilities are fulfilled through specialized committees, such as the Audit Committee, Nomination and Remuneration Committee, Corporate Social Responsibility Committee, and Board Risk Management Committee, which operate in close coordination with the Internal Audit Department.

In addition, the Board takes responsibility for resolving critical matters, including capital appropriations, investment activities, and dividend declarations, ensuring that such decisions align with the company's long-term objectives and stakeholder interests.

With average tenure of 21 years of Executive Directors and 6 years of Non-Executive Directors respectively at DCM Shriram Ltd. (Overall average tenure of all the board members is 11 years). The Board also provides strategic guidance to the company's management team and oversees risk management practices. Each quarter, the management team reports to the Board on various topics, including strategies and ESG initiatives. Substantial effort is invested in fostering meaningful communication between the Board and management to ensure informed decision-making. The Board assesses the risks and probabilities of success associated with proposed corporate strategies and periodically monitors their implementation and outcomes. When necessary, the Board provides feedback and suggests adjustments to strategic goals to align with evolving business needs and objectives.

These collaborative efforts between the Board and management aim to achieve operational excellence, ensure robust risk management, and drive sustainable growth, ultimately serving the best interests of DCM Shriram's stakeholders. The Board's roles and responsibilities are further supported by specialized Board-level Committees, such as:



Nomination, Remuneration, and Compensation Committee (NRC)

The composition of the Nomination, Remuneration and Committee as on March 31, 2025 is as under:

- Mr. Pravesh Sharma – Chairman
- Mr. Ajay S. Shriram – Member
- Mr. Pranam Wahi - Member
- Mr. Vipin Sondhi - Member

Audit Committee

The composition of the Audit Committee as on March 31, 2025 is as under:

- Mr. Vipin Sondhi – Chairman*
- Mr. Pravesh Sharma – Member
- Mr. Pranam Wahi – Member

** Mr. Vipin Sodhi was appointed as the Chairman of the Committee w.e.f. February 3, 2025 on cessation of Ms. Ramni Nirula as Chairperson & Member of the Committee consequent to completion of her 2nd term as an Independent Director on February 2, 2025.*

Corporate Social Responsibility (CSR) Committee

The composition of the Corporate Social Responsibility Committee as on March 31, 2025 is as under:

- Mr. Ajay S. Shriram - Chairman
- Mr. Vikram S. Shriram - Member
- Mr. Ajit S. Shriram - Member
- Mr. Aditya A. Shriram – Member
- Justice (Retd.) Vikramajit Sen – Member
- Mr. Pravesh Sharma – Member
- Mr. Rabinarayan Mishra – Member
- Ms. Seema Bahuguna – Member
- Dr. Simrit Kaur - Member

Stakeholders Relationship Committee

The composition of the Stakeholders Relationship Committee as on March 31, 2025 is as under:

- Mr. Pradeep Dinodia – Chairman
- Mr. Pravesh Sharma - Member
- Mr. Ajay S. Shriram – Member
- Mr. Vikram S. Shriram – Member
- Mr. Ajit S. Shriram - Member

Board Risk Management Committee

The composition of the Board Risk Management Committee as on March 31, 2025 is as under:

- Mr. Krishan Kumar Sharma – Chairman
- Mr. Pranam Wahi – Member
- Mr. Roshan Lal Tamak - Member

These committees operate under clearly defined charters, ensuring effective governance across key areas. For more details on the composition and proceedings of the Board Level Committees please refer to the link: <https://www.dcmshriram.com/our-leadership/>

MANAGEMENT OVERSIGHT THROUGH GMB AND CMB

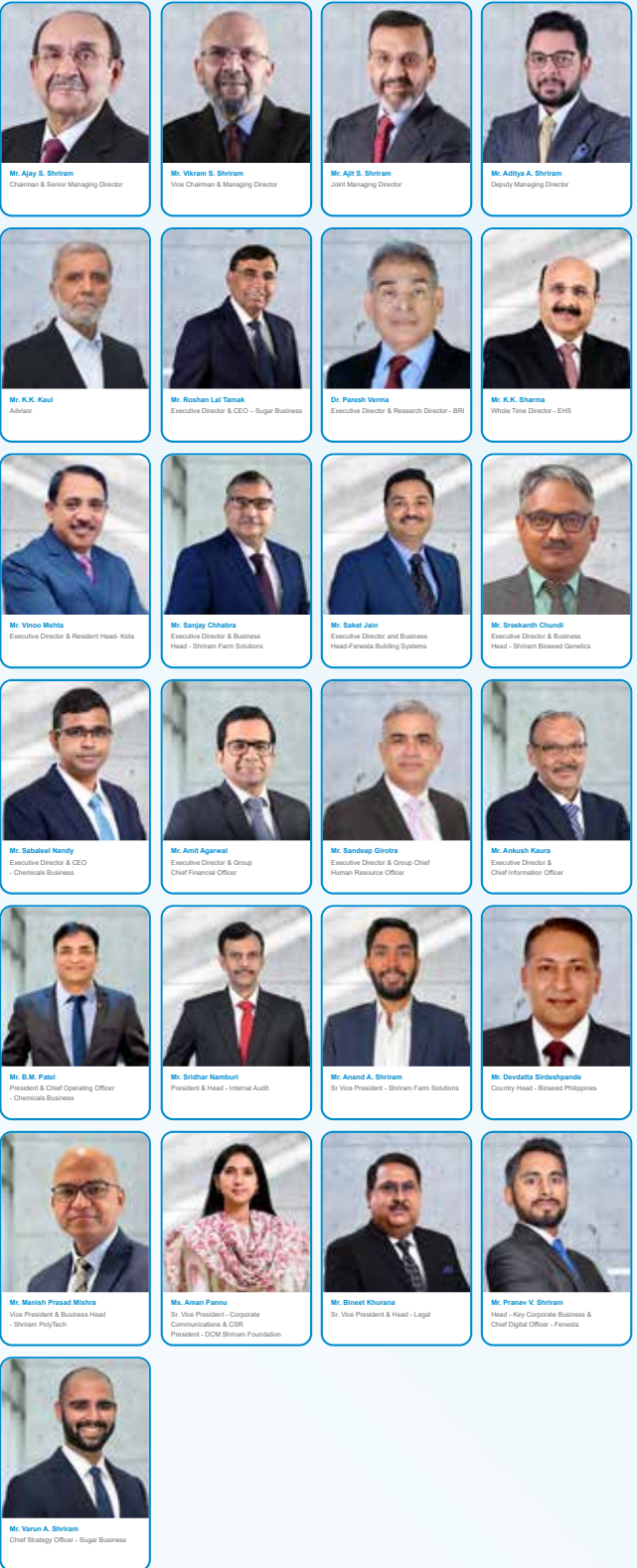
The Board is responsible for overseeing all aspects of the company's management, including the formulation of policies, establishment of business objectives, and evaluation of organizational performance. Supporting the Board are dedicated committees, along with the Group Management Board (GMB) and Corporate Management Board (CMB), each operating under defined charters that outline their roles and responsibilities. These governance bodies convene regularly and as needed to address key agenda items and strategic priorities.

To strengthen its governance framework, DCM Shriram Ltd. is supported by:

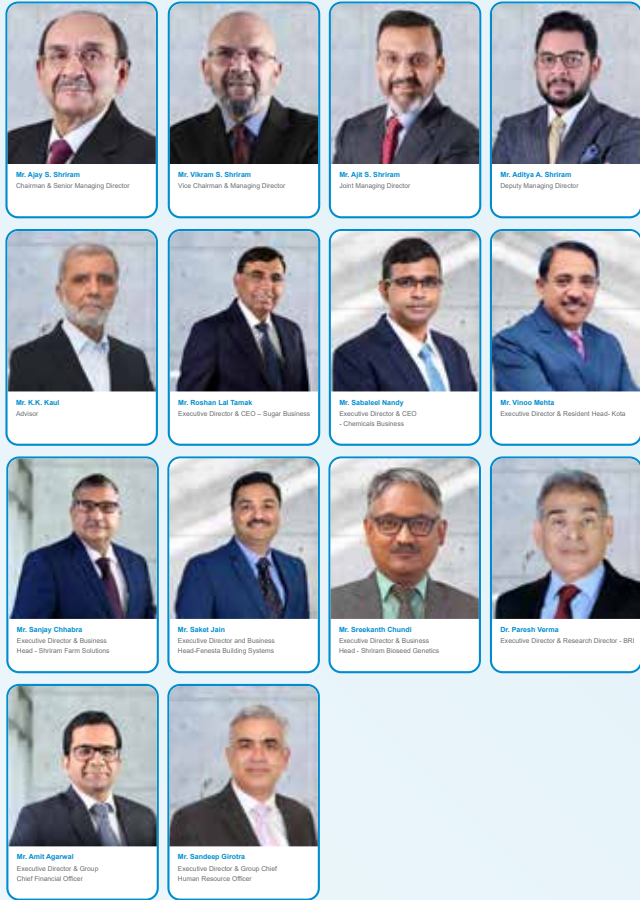
1. Group Management Board (GMB): Focused on setting the sustainability agenda, strategic decision-making, and mitigating enterprise risks.
2. Corporate Management Board (CMB): A broader leadership group driving operational excellence and innovation across business verticals.

These layers of management ensure that the organization remains agile and responsive to stakeholder needs while fostering resilience.

CORPORATE MANAGEMENT BOARD (CMB)



GROUP MANAGEMENT BOARD (GMB)



BOARD DIVERSITY AND INDEPENDENCE

At DCM Shriram, members of the Board of Directors are selected through a rigorous and transparent nomination process. The company has established robust policies, including the Board Diversity Policy and Nomination Guidelines, which outline the procedures and criteria for the nomination, qualification, and evaluation of Director candidates. These policies ensure that the selection of Board members aligns with the company's strategic goals, core values, and governance standards.

Candidates are evaluated based on their professional knowledge, industry expertise, business judgment, commitment to upholding the company's values, and their reputation for ethical conduct and leadership. Emphasis is placed on ensuring diversity in terms of gender, age, and experience, fostering a balanced and inclusive Board that brings a wide range of perspectives to decision-making.

The company strives to maintain a diverse and independent Board composition with a target of having a significant proportion of Independent Directors and at least one female director. Currently, the Board includes a Woman Independent Director, ensuring that gender diversity is represented. The Board comprises individuals with complementary skills and experiences across various sectors, including industry, finance, and legal, bringing a holistic approach to governance and strategy.

Independent Directors constitute a majority of the Board, reinforcing its objectivity and independence in decision-making. Our directors bring expertise in:

- Industry-specific domains, including chemicals, agriculture, and value-added products.
- Finance, taxation, project planning, and business strategy.
- Sustainability, human resource management, and legal compliance.

Regular familiarization programs and leadership development initiatives are conducted to enhance the competencies of Board members and Senior Management personnel.

This diverse and independent Board structure enables DCM Shriram Ltd. to leverage a wide array of perspectives and expertise, ensuring robust governance and strategic oversight.

BOARD EFFECTIVENESS

Each Director is expected to attend every Board meeting and the Committees meeting on which he or she serves. In FY 25, the average Board Meeting attendance rate was 98.33% and the attendance rate for Board Committees was 90.26%.

POLICIES AND ETHICAL STANDARDS

The company's policies are made accessible to the public via our website, while internal policies are specifically communicated to employees. At DCM Shriram Ltd., the Board of Directors and all stakeholders share the responsibility for upholding ethical business practices. We take immense pride in our workforce, which consistently delivers high-performance results while adhering to ethical standards. Our commitment to fostering trust, integrity, transparency, and strong governance has been steadfast. We have implemented numerous policies and mechanisms to ensure that both our employees and partners throughout the supply chain conduct business ethically.

DCM Shriram Ltd. adheres to a robust **Code of Conduct (CoC)** for its Board Members and Senior Management, emphasizing ethical business practices and conflict-of-interest management. Code of Conduct is our guide of doing things with utmost care following ethical and equitable principles. Professionalism at the workplace means building an environment that promotes fairness and equality among colleagues, regardless of differences.

Regular training programs are conducted to raise awareness on various aspects such as equal opportunity, Human Rights, Anti-Bribery, Anti-corruption, no child labour and ESG related aspects etc. The CoC also includes structured grievance mechanism with defined responsibilities for taking up any grievance related to any aspect of CoC.

The CoC, available on our website, covers critical aspects such as:

- Integrity in operations
- Anti-bribery and anti-corruption measures (ABAC)
- Equal opportunity and inclusion
- Structured grievance mechanism

Additionally, the company has developed policies that reflect its commitment to responsible governance:

- Human Rights Policy: Ensuring dignity, safety, and equal opportunity for all employees.
- Responsible Procurement Policy: Promoting sustainability and ethical practices across the supply chain.
- Biodiversity Policy: Preserving ecosystems and promoting sustainable development.

Policy	Description
Code of Conduct (CoC)	<p>DCM Shriram's code of conduct enables the organisation to be transparent and accountable by clarifying the rules and regulations of interactions with our stakeholders, along with methods to ensure honesty and feedback. These values form the core of CoC and further elaborate upon the concept of zero-tolerance towards issues like bribery, corruption, and dishonesty. The Company ensures equal opportunity to all without any discrimination.</p> <p>All our full-time employees, contractual employees, third-party workers, and other employees are covered under CoC.</p>
Human Rights Policy	<p>DCM Shriram respects diversity and upholds a long-standing commitment to promoting equality of opportunity. The Company is committed to upholding a work environment that is free from harassment and discrimination based on race, religion, sex including pregnancy, child birth, and conditions related to those events, color, age, nation of origin, sexual orientation, medical condition, disability, etc.</p> <p>The following human rights are granted to each employee, to ensure a safe and secure work environment: The right to safety; the right to be heard; the right to be informed; and the right to be redressed. We further ensure that we are not using any child labor in our supply chain, and our employees and contractors have the freedom of association and the right to organize and collective bargaining.</p>
Responsible Procurement	<p>The Company is conscious on environment and believe in the ethical and fair business practices and the philosophy of 'Sustainable Development'. ESG is an Integral part of our decision-making and we are committed to work with our value chain partners to adopt the same practices and in making informed decisions for responsible procurement culture across the supply chain. The Responsible Procurement Policy is implemented and adhered to by all end users and departments responsible for purchasing of materials and services.</p>
Biodiversity Policy	<p>The Company adopted the Biodiversity Policy, pursuant to the Core values and Beliefs of the Company and being aware of our commitment to the preservation of environment, in general and the biodiversity of the ecosystems around specific sites of the Company.</p> <p>The Company therefore commits to promoting the biodiversity of the ecosystems, establishing projects sustainably and conserving, protecting and promoting the development of the natural capital.</p>

Performance Evaluation and Remuneration

The NRC oversees the appointment and performance evaluation of Board members, ensuring adherence to the Board Diversity Policy. Directors are appointed for a term of five years, subject to shareholder approval, and their remuneration is reviewed annually based on individual and business performance.

Sustainability and Industry Leadership

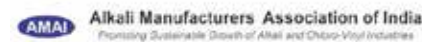
Sustainability is at the core of DCM Shriram's governance framework. The Board, supported by the GMB and CMB, actively integrates sustainability into decision-making processes. The company is also a member of several industry associations, contributing to policies and practices that promote ESG principles at the national and regional levels.

Commitment to Compliance

DCM Shriram ensures adherence to all statutory and regulatory requirements through a vigorous compliance management process supported by an enterprise-wide online tool. This system enables continuous monitoring and conformance, fostering a culture of accountability and transparency.

For more details on our governance framework, policies, and committees, please visit: <https://www.dcmshriram.com/investors/corporate-governance-and- policies>

Industry Associations



As a market leader, DCM Shriram Ltd. participates in multiple industry associations, including agriculture and chemicals-focused groups. These memberships allow us to shape policies and identify risks and opportunities within the sector, promoting shared ESG goals.



AWARDS AND ACCOLADES



KPMG ESG Excellence Award 2024



FICCI HRInnovation Awards 2024



DCM Shriram Chemicals Honored with Commendation at CII-ITC Sustainability Awards



DCM Shriram Chemicals Procurement Team of the Year Award for 2024



DCM Shriram Chemicals won GEEF Award for Water Conservation



DCM Shriram Chemicals wins Diamond Award for Safety at GMF Golden Petal Awards 2024

AWARDS AND ACCOLADES



DCM Shriram Chemicals received three Fame & Golden Bird Awards [Diamond category in Sustainability Excellence]



DCM Shriram Chemicals Receives Prestigious GEO Excellence Award



28th State Level Bhamshah Samman



The Mahatma Award, one of the highest accolades for social impact leaders, celebrates changemakers dedicated to societal development



Certificate of Excellence awarded to DCM Shriram Ltd, Sugar Business at CII Global AI Summit. [Excellence Award for Best Use of Technology/Product/Solutions]



DCM Shriram Ltd., Sugar Unit, Loni - received BBS - Long Term Platinum Award - Forum of Behavioural Safety at 9th National Conference, IIM Mumbai

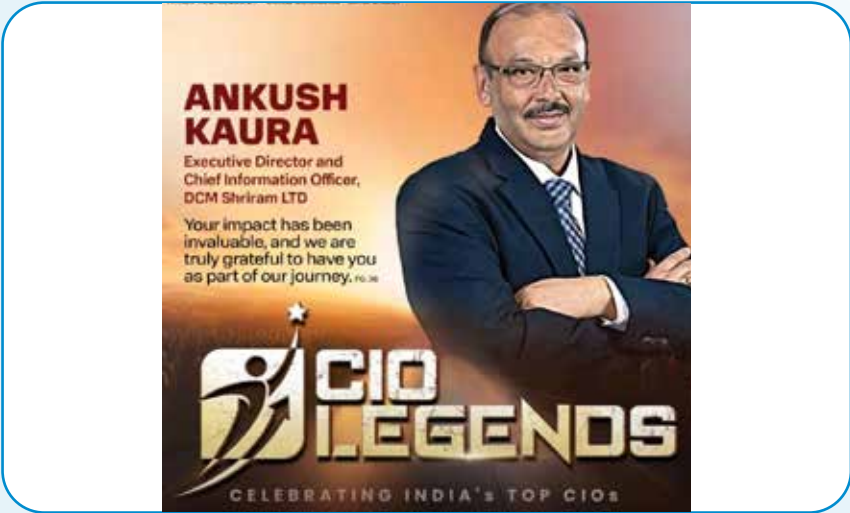
AWARDS AND ACCOLADES



Bioseed Received “Company of the Year - Seeds” Award for Second Consecutive Year



BBS Award for Safety Excellence for Bharuch site



Mr. Ankush Kaura, Executive Director & CIO, featured in CIO & Leader Magazine as part of their CIO Legends series -recognised for impactful technology leadership

Other Key Sustainability Awards

- DCM Shriram Chemicals received Commendation for environmental management by the CII-ITC Center of Excellence for Sustainable Development
- DCM Shriram Chemicals wins OHSSAI ESG award for Manufacturing Excellence
- Shriram Cement Works, Kota honored with the prestigious “Best alternative source of energy initiative” award at the Rajasthan
- Shriram PolyTech wins the Prestigious Rajasthan factory safety award 2024

Brand Awards Fenesta



Sparkies Award for Best Chatbot for Lead Generation



ET Most Innovative Brand in Windows & Doors Category



Most Preferred Workplace by Team Marksmen



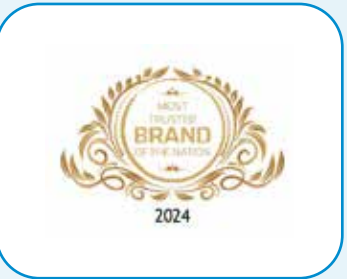
Best Door & Window Brand in National Urban Innovation Summit



Brand of the Year by Marksman Daily 24-25



Brand of the Decade by Herald Global



Most Trusted Brand of the Nation- Brand Story



Most Preferred Brands – Team Marksmen

FOSTERING RESPONSIBLE AND ETHICAL BUSINESS PRACTICES

At DCM Shriram Ltd., we uphold a strict mandate requiring our employees, partners, vendors, and other stakeholders to conduct all transactions with the highest standards of ethical integrity. We implement comprehensive anti-bribery and anti-corruption policies and regularly conduct risk assessments to identify and mitigate potential threats. Our robust internal monitoring mechanisms are designed to promptly detect and address instances of corruption. Clear guidelines govern record-keeping, approval processes, and business conduct, ensuring transparency and accountability across all operations. Employees undergo mandatory training on Anti-Bribery and Anti-Corruption (ABAC) policies to ensure awareness and compliance, with a formal annual renewal of their commitment to adhering to the policy.



DCM Shriram Ltd. is equally committed to managing risks associated with conflicts of interest and business ethics. Clear roles and responsibilities are defined for the Board and management to oversee ethical governance. Regular ethical risk assessments are conducted, and operating guidelines are continuously reviewed and updated. Employees receive annual training on the Company's Code of Conduct, which serves as a comprehensive guide for ethical behaviour. Furthermore, all charitable contributions align strictly with its anti-bribery and anti-corruption policies.

DCM Shriram's governance framework seamlessly integrates the Code of Conduct, Vigil Mechanism/Whistle Blower Policy, and Fair Disclosure Policy. Together, they address key areas such as anti-bribery practices, grievance mechanisms, and ethical reporting, ensuring a holistic approach to business integrity. The company publicly discloses its governance frameworks, including the Code of Conduct and the Vigil Mechanism, through its corporate website and sustainability disclosures. Our ABAC framework is embedded in the Code of Conduct, which mandates ethical behaviour, prohibits conflicts of interest, and restricts the acceptance of gifts or benefits beyond customary levels. All Board members, senior management, and employees are required to uphold these principles in their professional conduct. To ensure compliance, all employees undergo mandatory annual training and provide formal reaffirmation of their adherence to these ethical standards. Key features of our ABAC framework:

- Annual training for employees, senior management, and the Board to enhance awareness of anti-corruption practices.
- Mandatory annual affirmation of compliance with ethical policies.
- Comprehensive guidelines for record-keeping, approval processes, and risk assessments to mitigate potential threats.

The Vigil Mechanism/Whistle Blower Policy provides a secure and confidential avenue for reporting unethical behaviour, suspected fraud, or violations of policies, including bribery or corruption.

Reports are handled with strict confidentiality, with oversight by the Audit Committee to ensure fair and impartial investigations. This policy safeguards whistleblowers from retaliation, reinforcing our commitment to transparency and accountability.

Fair Disclosure and Ethical Governance.

Aligned with SEBI regulations and global best practices, we maintain clear guidelines for record-keeping, approval processes, and business conduct to ensure that all transactions are transparent and free from corruption. Our procedures for managing Unpublished Price Sensitive Information (UPSI) also align with anti-bribery principles, as they prevent misuse of privileged information for personal or third-party gain.

Commitment to Business Integrity

To address risks associated with conflicts of interest and lapses in business ethics, we conduct regular risk assessments and continuously update our policies and guidelines. Our commitment to ethical governance is further reinforced by a strict non-involvement policy in political and lobbying activities.

Continuous Improvement and Compliance

The company ensures that its ABAC framework remains effective through periodic updates to policies, training programs for employees on ethical practices, and transparent disclosures. By integrating ABAC principles across its existing governance policies, the Company demonstrates its unwavering commitment to ethical business conduct, meeting the highest standards of integrity, transparency, and accountability.

Ethical Reporting Initiative

To strengthen its commitment to ethical governance and transparency, DCM Shriram Ltd. has implemented a robust mechanism for reporting ethical concerns and violations, managed by an Ombudsperson. This initiative, part of the Company's Vigil Mechanism/Whistle Blower Policy, provides an independent and secure platform for employees, directors, and stakeholders to report unethical behaviour, suspected fraud, or violations of the Company's Code of Conduct.

Key features of this initiative include:

- **Confidential Reporting Channels:** Concerns can be reported through confidential email, phone lines, or written correspondence directly to the Ombudsperson.
- **Impartial Investigations:** The Ombudsperson ensures unbiased handling of reports, maintaining the integrity of investigations.
- **Whistleblower Protection:** The system safeguards whistleblowers against retaliation, fostering a culture of openness and trust.
- **Audit Committee Oversight:** Periodic reporting to the Audit Committee ensures that concerns are addressed systematically and transparently.

Governance Area	Policy/Mechanism	Key Features	Responsible Authority
Anti-Bribery & Corruption	Code of Conduct	<ul style="list-style-type: none"> Prohibition of conflicts of interest and unethical behavior Restrictions on accepting gifts beyond customary levels Annual affirmation of compliance 	Board, Senior Management
Ethical Reporting	Vigil Mechanism / Whistle Blower Policy	<ul style="list-style-type: none"> Secure and confidential reporting of unethical behavior Protection against retaliation Oversight by Audit Committee 	Ombudsperson, Audit Committee
Fair Disclosure	Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information	<ul style="list-style-type: none"> Timely and accurate dissemination of UPSI Uniform disclosure to prevent selective communication Designated Investor Relations Officer 	Compliance Officer, Investor Relations Team
Training and Awareness	Embedded within Code of Conduct and Vigil Mechanism	<ul style="list-style-type: none"> Mandatory annual training on ethical standards Awareness of whistleblower and grievance mechanisms 	HR Department
Grievance Redressal	Vigil Mechanism / Whistle Blower Policy	<ul style="list-style-type: none"> Defined process for reporting and addressing grievances Regular monitoring and documentation. 	Ombudsperson, HR
Conflict of Interest	Code of Conduct	<ul style="list-style-type: none"> Disclosure of any personal interest impacting business decisions Provisions to avoid insider trading 	Board, Senior Management
Transparency and Integrity	Integrated across policies	<ul style="list-style-type: none"> Guidelines for record-keeping and approval processes Ethical risk assessments conducted periodically 	Board, Senior Management



RISK MANAGEMENT: A BALANCED AND PROACTIVE APPROACH

DCM Shriram Ltd. adopts a balanced risk management approach to optimize business performance while ensuring alignment with its corporate sustainability goals. The company's Risk Management Policy, approved by the Board of Directors, reflects its commitment to a proactive and comprehensive risk management system. This system facilitates informed, risk-based decision-making that supports DCM Shriram Ltd.'s ESG vision, mission and ASCRIBE objectives for delivering long-term value for stakeholders.

DCM Shriram Ltd. has established a robust Enterprise Risk Management (ERM) framework. Risk Management framework as per ISO 31000/31050 and Committee of Sponsoring Organisations (COSO) has been identified as a benchmark for uniform implementation of principles and practices across various businesses in the Company. This framework provides a systematic, integrated approach to managing risks inherent to its diverse business operations.

Governance and Oversight

The governance of risk at DCM Shriram Ltd. is overseen by the Board of Directors, supported by the Risk Management Committee (RMC), constituted in compliance with regulation 21 of SEBI (LODR) Regulations, 2015.

- The RMC constitutes:
- One Whole-Time Director
 - One Independent Director

A senior employee representing operational expertise

Company employs a multi-tiered structure that extends to the Risk Management Executive Council (Spearheaded by Business Vertical Heads), Risk Champions, and the Risk Management Department (CRO), which provide continuous oversight and ensure effective risk mitigation. Regular reporting to the RMC and the Board of Directors facilitates periodic review and alignment of risk management strategies with evolving business and regulatory requirements.

Embedding Risk Culture Across the Organization

DCM Shriram Ltd. is committed to fostering a risk-aware culture that emphasizes proactive identification and mitigation of risks. In FY 25, the company achieved several milestones to enhance risk management practices and employee awareness:

- Risk Management Portal: Upgraded the internal portal on company's intranet to provide centralized resources and tools for streamlined risk management.
- Risk Awareness Initiatives: Conducted training sessions/ webinar on Risk Management Framework for increasing awareness and to strengthen the organization's risk culture that instil a risk-aware mindset across all levels of the organization.
- Self-assessment: A process is in place where risk owners conduct a self-assessment of current and emerging risks within their respective processes. These assessments are subsequently validated by Business Heads and periodically reviewed by the Chief Risk Officer (CRO).

Governing Body	Roles and Responsibilities	Meeting Cadence	Objective
Board of Directors	<ul style="list-style-type: none">• Board level oversight	Half Yearly review or as and when required	<ul style="list-style-type: none">• Board evaluation system of Risk Management Process
Risk Management Committee	<ul style="list-style-type: none">• Monitoring and review• Recommend modifications to the Risk Management policy• Provide overall guidance to risk management	Half Yearly review	<ul style="list-style-type: none">• All Business Verticals• Review of Residual Risks exceeding Board Approved Risk Appetite• Ensuring resources for effective risk mitigation.
Chief Risk Officer	<ul style="list-style-type: none">• Conduct Enterprise Risk Management on a periodic basis to identify potential and emerging risks• Implement internal control processes• Periodic stress testing to identify uncommon, residual risk• Conduct risk management education for all non-executive directors and management	Quarterly review with the CRO	<ul style="list-style-type: none">• Validation of Risk Evaluation and self-assessments• Monitoring progress of risk mitigation plans
Business Vertical Heads & Risk Champions	<ul style="list-style-type: none">• Maintain risk registers	Quarterly review with the Chief Risk Officer	<ul style="list-style-type: none">• Self-Assessment of Current and emerging risks• Implementing Risk mitigation strategies

Risk Management Process

The company employs a structured approach to risk management, encompassing the following key steps:

Risk Identification and Assessment

DCM Shriram Ltd. identifies potential risks across strategic, operational, financial, regulatory, environmental, and reputational domains. Each risk is analyzed for its likelihood and impact and prioritized based on its significance to the company's operations and sustainability objectives.

Risk Mitigation Strategies

Comprehensive risk mitigation plans are developed, leveraging robust controls, procedures, and policies. These measures aim to minimize the probability and impact of identified risks, ensuring a proactive response to emerging challenges.

Risk Monitoring and Reporting

A robust monitoring system tracks the effectiveness of mitigation measures and identifies new risks. Periodical updates are provided to senior management and the Board, ensuring timely interventions and agile decision-making.



INTERNAL CONTROL SYSTEM AND ITS ADEQUACY

The SAP S4 Hana ERP platform, which offers high-level integration of all transactions, including financial transactions and statements, is used by the company to execute its integrated risk assessments. Vital business procedures and policies are documented. For all important procedures and commercial interactions, a Risk Control Matrix (RCM) has been established. Process adherence and compliance effectiveness of the control matrix are assessed at three levels: by the Business Accounts Team, by the top management and further, implementation of audit recommendations is done timely by the respective process owners. The statutory auditors also conduct audits on processes and internal controls in financial reporting. Internal audits are conducted on a regular basis in accordance with the audit committee’s authorised plan. The audit observations are examined and monitored on a regular basis by the Corporate Office and the Audit Committee. The organisation has already deployed Governance, Risk and Compliance (GRC) (Access Control Module) for SAP access management, as well as GRC (Process Control Module), which will allow for continuous monitoring of controls while enhancing the efficacy of internal control systems.

Some of the key risks managed through this framework are as following:

Risk Category	Risk Description	Mitigation Measures
Cyber Security / Technology / Information Security	Risk of data loss, information security, and privacy breach can lead to accidental exposure of confidential information, resulting in regulatory non-compliance and attracting legal liabilities.	<ul style="list-style-type: none">Robust information security controls and processesFirewall with anti-virus and intrusion prevention systemThird-party assessments of IT infraVulnerability assessment and penetration testing (VAPT)Monitoring OEM support to the systemDeveloped Information Security Management SystemRemote access to applications through encrypted VPNEmployee training and awareness on cyber securityAutomated warnings for potential phishing attacksTwo-way authentication access to email system
External Environment - Implications of Govt. Policies change in the Agriculture sector	Risk of potential non-compliance which can result in fines, penalties, and adverse impact on our brand reputation.	<ul style="list-style-type: none">Periodic changes in regulatory frameworks to ensure complianceWorking with government to ensure sustainable policies
Compliance Risks	Constant amendments to Corporate regulatory and legal landscape – Compliances becoming more onerous, stringent and complex due to frequent amendments to regulations.	<ul style="list-style-type: none">Monitoring the amendments to frameworkProviding adequate training for upskillingEngagement with external expertsMonitoring on Insider Trading of sharesImporting regulations and amendments on Insider tradingThe compliance tool implemented to strengthen the process
Natural calamities due to climate change	Increased frequency and severity of extreme weather events due to climate change can adversely impact our business continuity impacting parent seed production, hybrid seed production, and seed inventory for sales.	<p>For Parent Seeds:</p> <ul style="list-style-type: none">Two-year rolling plan for parent seed production. Buffer stock of parent seeds maintained for monsoon uncertainties for the coming season.Parent seed production is carried out in different locations.Carrying out R&D for developing seed varieties that sustain stressed weather conditions <p>For Hybrid Seeds:</p> <ul style="list-style-type: none">Seeds production is spread over different climatic zones, viz. Andhra, Telangana, Karnataka and Gujarat.Adequate cold storage facilities tied up to store the surplus stock of seeds in a way that prolongs their life.Insurance cover has been obtained for any climate-related damages
Health & Safety	Handling and transportation of some of the products may pose a Health & Safety risk to employees and other stakeholders. In transit leakages of chlorine and other chemicals like Stable bleaching powder (SBP) might cause fire etc. and may create a hazardous situation. Process control failures leading to chlorine leakage may create a hazardous situation at the plant.	<ul style="list-style-type: none">Periodic equipment health checks and monitoring of bulk storage tanksRegular safety audits by the British Safety Council on Five Star Safety SystemRegular safety training sessions are conducted for employees including contract workersHealth and safety risk assessments are conducted regularly at both plants and when in transitChlorine storage and filling facility inspection and certification undertaken by CCE-approved agencies along with regular process safety auditsPhysical verification is conducted for each incoming and outgoing vehicle for raw materials and finished goods based on a comprehensive checklist
Rising “Sustainability Risks”	As sustainability becomes a core focus for businesses globally, DCM Shriram Ltd. faces rising risks associated with climate change, regulatory pressures, and evolving stakeholder expectations. Key challenges include transitioning to low-carbon operations, managing water scarcity in agriculture and manufacturing, and ensuring compliance with stringent environmental regulations. Additionally, supply chain vulnerabilities related to sustainable raw material sourcing and the increasing demand for ESG disclosures require proactive strategies.	<ul style="list-style-type: none">Sustainability is embedded in the EHS policy by striving towards conserving natural resources and energy. The leadership team has set a clear direction and encourages every business to strive for and adhere to these goalsThese are being incorporated in annual business plans. An MIS is in place for each site to monitor a few critical metrics that includes water consumed and effluent treated, energy consumed, wastes generated and disposed off, which are periodically reviewed by Corporate EHS

Focus on ESG and Regulatory Compliance

DCM Shriram Ltd. prioritizes compliance with applicable regulations, industry standards, and ESG commitments. Through a comprehensive framework, the company proactively identifies and addresses compliance gaps, ensuring alignment with evolving regulator landscapes and stakeholder expectations.

Business Continuity Planning

Understanding the critical importance of business resilience, DCM Shriram Ltd. has implemented a Business Continuity Plan to mitigate potential disruptions, such as:

- Natural disasters
- Cybersecurity threats
- Supply chain disruptions

These contingency measures are designed to safeguard critical functions and ensure uninterrupted service delivery.

Enhancing Risk Preparedness:
Addressing Emerging Risks

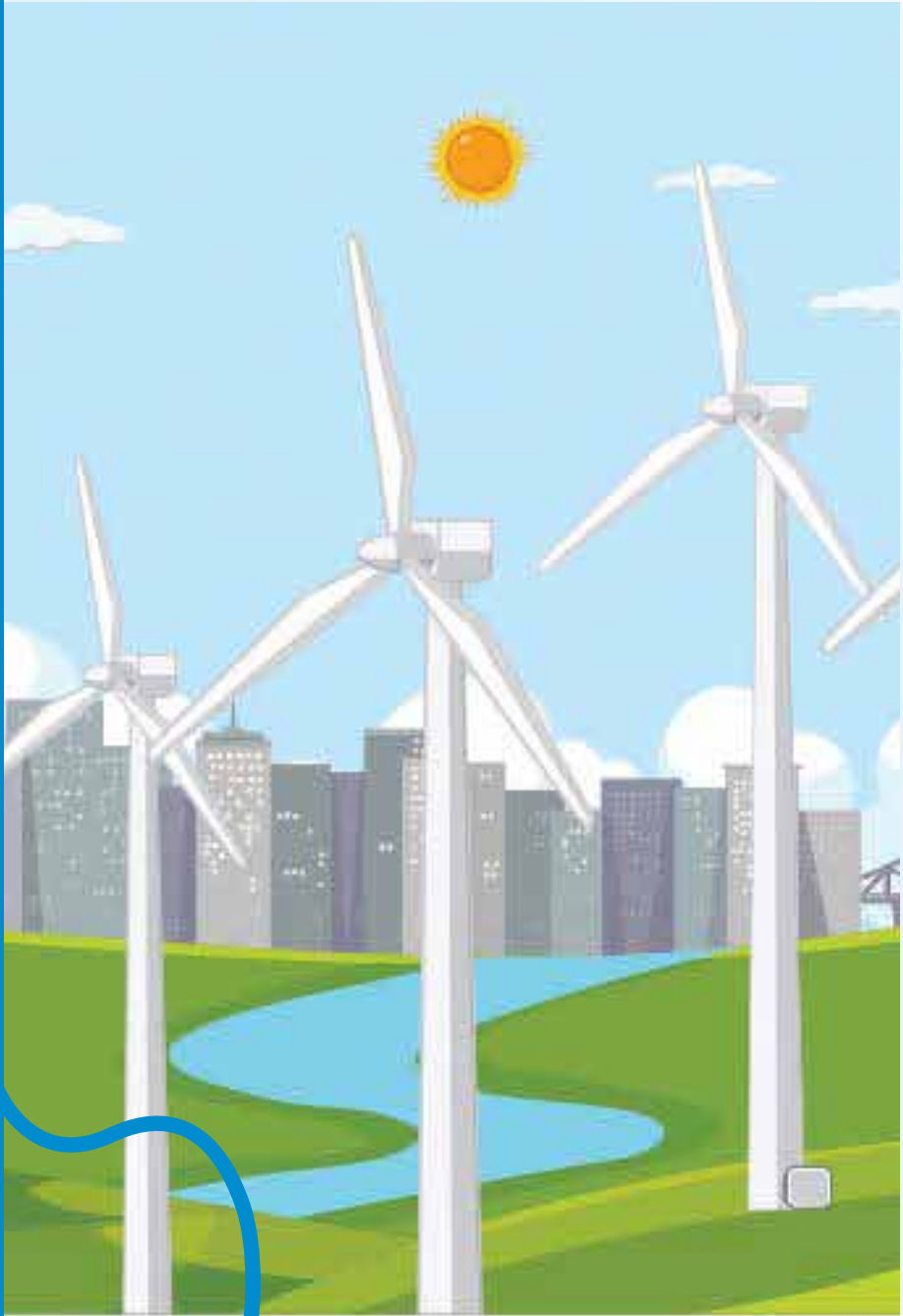
During reporting period, DCM Shriram Ltd. has revised its risk management policy and processes to enhance preparedness for future uncertainties. Emerging risks are characterized by their novelty, limited data availability, and a lack of reliable information for informed decision-making. These risks hold the potential to evolve into significant threats or opportunities, necessitating a dynamic approach to their identification, assessment, and management.

The company's approach to emerging risks focuses on monitoring and responding to changes in external factors, such as geopolitical shifts, climate change, technological advancements, and evolving market dynamics, while understanding their implications for internal operations and strategy.

Identified Emerging Risk: Transition Challenges in Energy Sources

Risk Name:	Policy-Level Changes in Strategic Energy Sources
Category:	Regulatory and Environmental Transition
Description:	The increasing regulatory emphasis on low-carbon energy sources, combined with India’s commitment to achieving net-zero emissions, has accelerated the transition toward renewable energy. This has created a challenge for businesses reliant on conventional energy sources, including coal, for manufacturing and production processes. Additionally, rising costs of renewable energy infrastructure and potential disruptions in power supply during the transition phase pose risks to operational stability.
Impact:	<ul style="list-style-type: none">• Higher energy costs, affecting profit margins.• Supply chain disruptions, leading to operational inefficiencies.• Reputational risks from stakeholder scrutiny regarding carbon emissions.
Mitigating Actions:	<ol style="list-style-type: none">1. Strategic Energy Transition Planning: Develop a roadmap for transitioning to renewable energy sources, aligning with regulatory timelines and market availability.2. Collaborations with Renewable Energy Providers: Partner with renewable energy developers to secure reliable power supply agreements, reducing dependency on conventional sources.3. On-Site Renewable Energy Projects: Invest in on-site renewable energy installations, such as solar panels, to reduce grid dependency and manage energy costs.4. Energy Efficiency Measures: Implement energy-efficient technologies across operations to optimize resource consumption and reduce overall energy demand.5. Stakeholder Engagement: Engage with regulatory bodies and industry peers to advocate for a phased approach to energy transition, ensuring minimal disruption to operations.

In December 2024, DCM Shriram announced a ₹57.12 crore investment in a 68 MW wind-solar hybrid project in collaboration with JSW Renew Energy 32. This project aims to replace the company's existing 40 MW coal-based power setup, providing an average supply of 34 MW of renewable energy upon completion by March 2026



Financial Capital

We place a strong emphasis on the judicious deployment of funds to ensure steady revenue growth and consistent cash flow generation. It empowers us to remain relevant in an evolving operating landscape and sustainably create value for a wide spectrum of stakeholders.

Highlights for FY25

11%

Revenue growth

5%

Profit margin

12%

EBITDA margin

₹ 6,958 crores

Net worth



Short/medium-term priorities

- Adopt the Latest Technology for Digitization and Financial Process Automation
- Optimize working capital and strengthen cash flow management
- Reduce operating costs to improve EBITDA and PAT margins
- Maintain a sustainable dividend payout ratio to balance returns and growth

Long-term priorities

- Invest in capacity expansion and high-return sustainable projects
- Reduce net debt to enhance financial stability and improve return ratios
- Prioritizing high-margin, value-accretive investments and improving overall capital efficiency

Economic Value Added

In FY25, DCM Shriram demonstrated its commitment to creating sustained economic value for its stakeholders. The company generated a significant Direct Economic Value (DEV) of ₹ 12,883.46 crores, showcasing its robust revenue-generating capabilities. PAT stood at Rs. 604 crore, up 35% from Rs. 447 crore in FY 24.

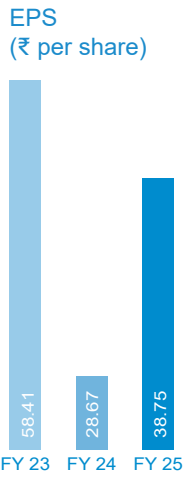
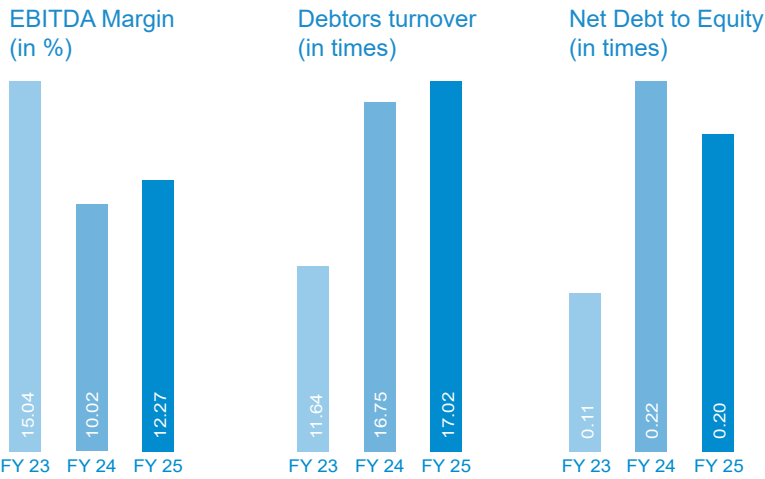
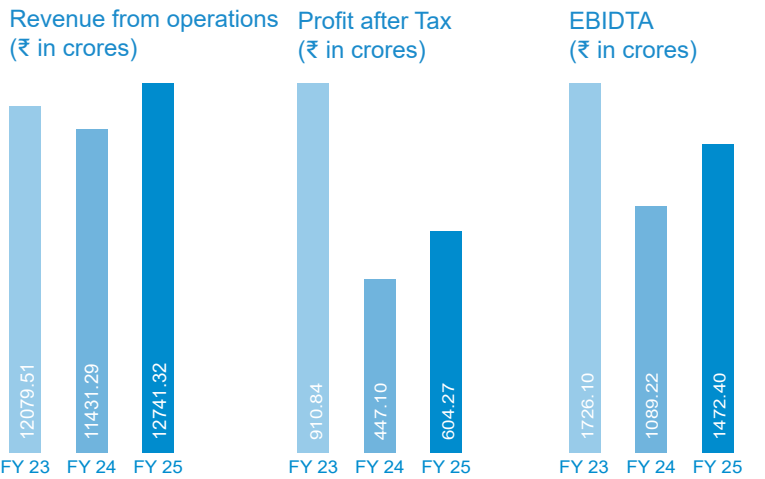
Particulars (₹ in Crores)	FY 23	FY 24	FY 25
a. Revenue from operations	12,079.51	11,431.29	12,741.32
b. Income from Financial investments and other sources	119.68	98.54	142.14
Direct Economic Value Generated (A) = a + b	12,199.19	11,529.83	12,883.46
1. Operating Costs	8,560.79	8,330.26	9,071.52
2. Employee benefit and expenses	890.64	984.30	1,070.02
3. Dividends paid	238.59	118.52	127.87
4. Other expenses	1,309.72	1,490.68	1,808.02
5. Payment to Government (Current tax expenses)	257.14	197.73	162.07
6. CSR Spend	24.91	25.85	24.49
Direct Economic Value Distributed (B) = 1+2+3+4+5+6	11,281.79	11,147.34	12,263.99
Economic Value Retained (A-B)	917.4	382.49	619.47

The retained economic value of ₹ 619.47 crores serves as a testament to DCM Shriram's strong financial foundation, ensuring reinvestment into the business for future growth and long-term sustainability. By effectively balancing value generation, distribution, and retention, DCM Shriram continues to strengthen its stakeholder relationships and drive positive economic impacts across its operations.

Performance Review

Our FY25 financial performance reflects a strong and steady growth trajectory, underpinned by the highest revenues achieved to date. This remarkable performance was driven by robust growth in the Chloro-Vinyl segment, which saw revenue increase by 31% and PBDIT rise by 169% for Chemicals business and revenue increase of 6% & PBDIT rise of 300% for Vinyls. Overall revenue for Sugar and Distillery business was up by 4% primarily on account of higher realizations of sugar and ethanol and a decline of 21% for PBDIT from last year on account of reduced margins due to higher cane prices and lower recovery due to climatic conditions, partially mitigated by higher realizations. Fenesta Building Systems business represents one of our consumer facing business wherein, revenues were up by 5% driven by higher volumes and PBDIT was lower by 8% due to higher fixed expenses towards enhancing capabilities and sales & promotion expenses. However, volumes and gross margins are better than last year. In Agri Input businesses – Shriram Farm Solutions, our other consumer facing business, experienced a revenue increase of 21%, driven by higher volumes across all verticals. Revenue for Bioseed business was up by 17% driven by higher realizations and volumes. Fertilizer business revenue decreased by 4% mainly due to lower gas prices which is a pass through. Overall, Agri Inputs business revenues were up by 9%. Agri Input businesses performance has been better than last year. Shriram Farm Solutions PBDIT improved by 27% led by higher volumes across all verticals. Bioseed Business witnessed a significant improvement in earnings, with PBDIT rise by 139% led by higher margins. Fertiliser Business' PBDIT was higher by 30% led by onetime arrears received in FY'25.

Our financial performance was further bolstered by industry-leading EBITDA and PAT margins, showcasing our ability to operate efficiently and profitably. We continued to focus on optimizing costs and improving processes across our operations, which has enhanced our operational and financial ratios to superior levels. Looking ahead, we are poised to capitalize on new growth opportunities by refining our business strategies and deepening our investments in high-growth segments. With a strong emphasis on sustainability and innovation, we remain confident in delivering continued strong financial performance and creating long-term value for all



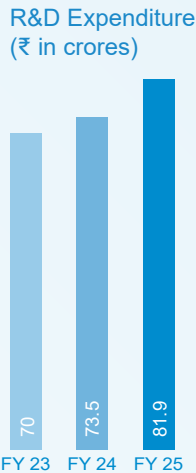
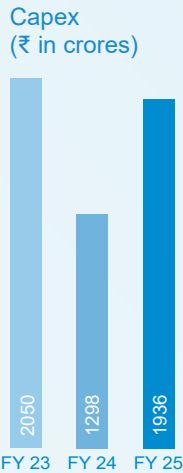
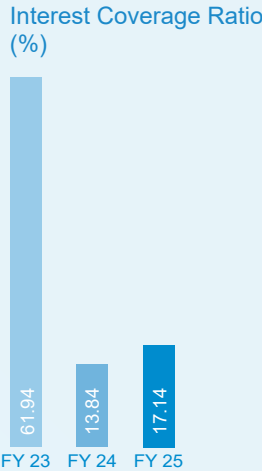


Value-Creation

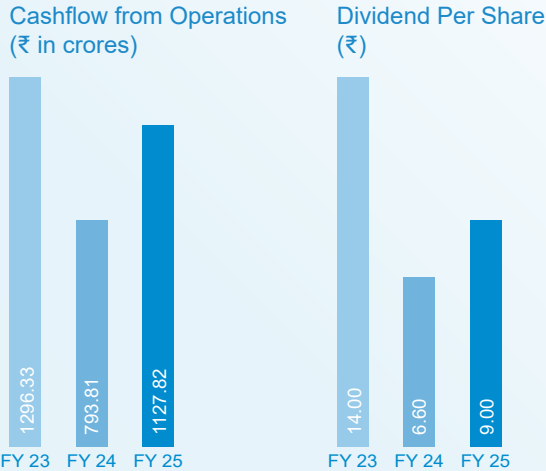
Our Company has consistently focused on profitable growth, optimising returns on capital employed, and maintaining a prudent financial structure. By focusing relentlessly on cash flow and working capital, we are able to minimise excessive debt and optimise our financial leverage. Led by our leadership and empowered teams, we remain confident of delivering long-term value to our shareholders, customers and business partners year after year.

Prudent Capital Allocation

DCM Shriram's prudent capital allocation strategy underscores its commitment to sustainable growth, balancing near-term operational needs with long-term value creation. A cornerstone of this approach is the strategic deployment of capital across capacity expansion, sustainability initiatives, and research and development (R&D). In FY25, the company directed substantial investments toward Capex, including projects such as renewable energy capacity expansion and chlorine downstream initiatives in its Chloro-Vinyl segment. These projects enhance operational resilience while reducing the environmental footprint, aligning with the company's goal of integrating ESG principles into its capital allocation framework. Simultaneously, DCM Shriram allocated ₹81.9 crores to R&D, underscoring its commitment to innovation. The company's R&D initiatives focus on developing high-yield hybrid seeds, optimizing chemical processes, and advancing green chemistry solutions. These efforts not only improve product offerings but also enhance operational efficiency and reduce costs, driving long-term competitiveness.



By embedding ESG checklists and carbon budgets into future Capex planning, DCM Shriram ensures that its investments foster innovation, operational excellence, and sustainability, thereby delivering enduring value for stakeholders.



DCM Shriram's Sustainability Linked Loan (SLL) from HSBC India

DCM Shriram Ltd., a diversified conglomerate with interests in sugar, fertilizers, and chemicals, recently secured a Sustainability Linked Loan (SLL) of ₹ 200 crores from HSBC India. This strategic financial move aims to support the company's ongoing capital expenditure program in Bharuch, Gujarat.

DCM Shriram has embarked on projects worth approximately ₹ 3,500 crores, predominantly within its chemical and sugar divisions. Notably, projects in the sugar business have already been commissioned, while those in the chemicals business are nearing completion.

This is testament of DCM Shriram Ltd for their commitment to Environmental, Social, and Governance (ESG) objectives. This marks our Sustainability Linked Loan obtained from HSBC India. The collaboration signifies a shared commitment towards fostering sustainability and responsible business practices, further solidifying their dedication to a greener and more responsible future.

Sustainable Finance Facility for Compressed Biogas (CBG) Project from Standard Chartered Bank, India

The Company successfully tied up another – sustainable finance facility in the form of transition finance of INR 100 Crores from Standard Chartered Bank, India to fund its 12 TPD capacity Compressed Biogas (CBG) project at its Ajbapur unit in Lakhimpur Kheri district, Uttar Pradesh. This project aims to enhance environmental sustainability by utilizing organic waste to produce clean energy. It underscores our unwavering commitment to assimilating ESG principles into our business philosophy and driving positive impact while generating value for our stakeholders. The CBG plant is successfully commissioned during the year.

Tax Strategy and Reporting

DCM Shriram adheres to the highest standards of compliance with all applicable laws and regulations in India and other countries where it operates. Under the guidance of the Chief Financial Officer (CFO), our dedicated tax team manages and monitors the company's tax framework, ensuring alignment with regulatory requirements.

Our tax policy is built on a foundation of integrity, transparency, and adherence to the following principles:

- We endeavour not to transfer value created to low-tax jurisdictions.
- We endeavour not to use tax structures without commercial substance.
- We endeavour to undertake transfer pricing using the arm's length principle.
- We endeavour not to use secrecy jurisdictions or so-called "tax havens" for tax avoidance.

Integrity, a core value at DCM Shriram, is deeply embedded in our tax strategy. We maintain a transparent and honest approach to tax compliance, fostering trust and minimizing disputes through proactive engagement with tax authorities. We actively explore mechanisms such as advance rulings or alternate dispute resolution methods to address any issues efficiently.

The company believes in maintaining a constructive dialogue with tax authorities to promote effective tax systems. Regular representations are made through industry forums on significant tax matters impacting the broader industry. As a member of reputed industry associations such as the Confederation of Indian Industry (CII), DCM Shriram contributes to shaping a fair and efficient tax environment. We prioritize building cooperative relationships with all stakeholders, including tax authorities, shareholders, customers, and suppliers. This focus on mutual respect, transparency, and trust ensures that our tax policies and practices align with our broader commitment to ethical governance and sustainable value creation. Regular stakeholder engagement through various channels plays a vital role in defining and refining our tax framework, as reflected in our comprehensive approach to compliance and accountability.

Tax Reporting

S. No	Particulars	India	Phillipines	USA	Singapore
1	Names of all the resident entities	DCM Shriram Limited	Bioseed Philippines Inc	Bioseed USA Inc	Bioseed Pte. Ltd
2	Primary activities	0	0	0	0
3	Number of employees	6,159	118	0	0
4	Revenue (₹ in Crores)	11,499.03	46.82	0	1.86
5	Profit (Loss) before tax (₹ in Crores)	685.22	14.62	(0.06)	0.23
6	Income tax paid (₹ in Crores)	192.64	1.92	0	0.04

The above information is for FY 23-24

Effective Tax Rate

A comparative analysis of effective tax rate in current year vis-à-vis in last year is tabulated as

Particulars	FY 2024-25	FY 2023-24
Earnings before tax (₹ in Crores)	909.41	698.74
Reported taxes (₹ in Crores)	305.14	251.64
Effective tax rate (in %)	33.55%	36.01%
Cash taxes paid (₹ in Crores)	97.20	196.11
Cash Tax rate (in %)	10.69%	28.07%



Intellectual Capital

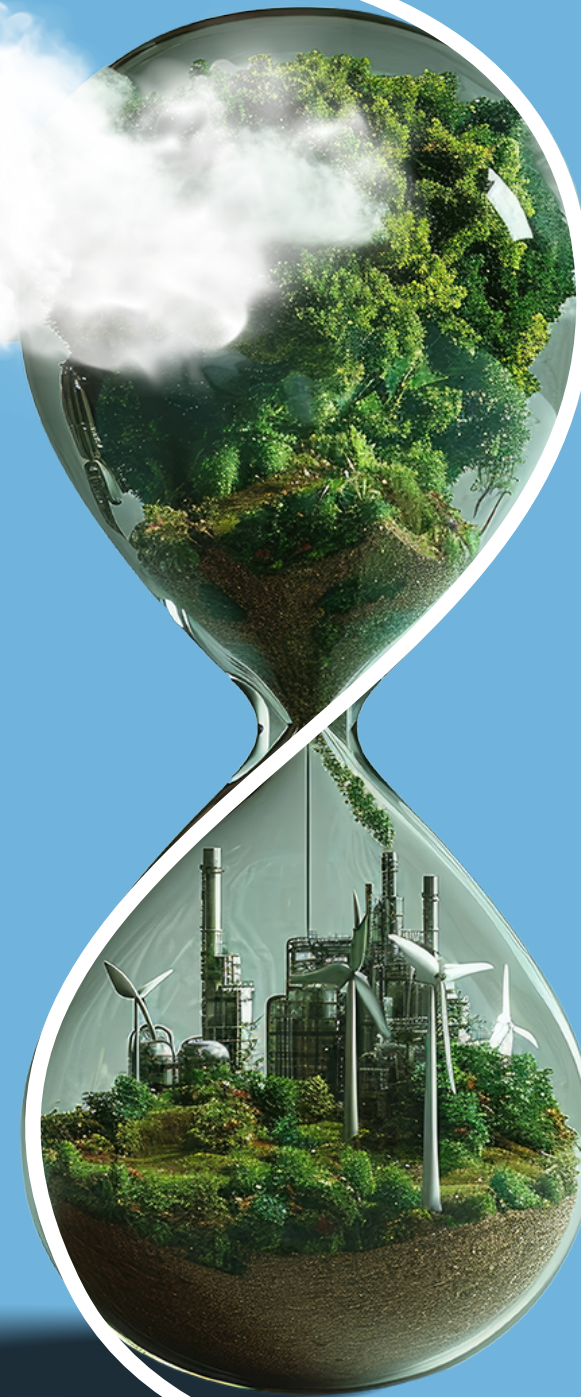
At DCM Shriram, we recognize that our intellectual capital-comprising proprietary knowledge, research capabilities, technological advancements, and human expertise-is fundamental to driving innovation and ensuring long-term business sustainability. Over the years, we have strategically expanded our capabilities, fostering a culture of continuous learning and adaptation. Through investments in R&D, digitalization, and advanced process optimization, we are enhancing operational efficiency and delivering value-driven solutions that align with evolving market needs.



Highlights for FY25

- ₹ 81.9 Crores invested in advanced R&D programs in FY 2024-25.
- 86 members dedicated scientific and engineering team.
- 158 Plant Variety Protection (PVP) registrations filed till date and 63 have been Granted
- 5 patents for Inventions in up to 26 jurisdictions each filed till date out of which 4 patents in a total of 44 jurisdictions have been granted
- Life Cycle Assessment (LCA) for key products at Bharuch, Kota and Fenesta Business.

Driving Innovation for a Low-Carbon Future



World-Class R&D Infrastructure: Driving Sustainable Innovation

Our R&D capabilities are housed in a network of advanced research laboratories, pilot-scale facilities, and process innovation centers, ensuring that ideas move swiftly from concept to commercialization. The DCM Shriram Chemicals Innovation Centre is a pivotal part of this ecosystem, equipped with high-tech analytical instruments, process scale-up units, and digital simulation tools that enable rapid testing, validation, and industrial application of breakthrough innovations.

Key Features of Our R&D Infrastructure:

- Advanced Analytical Laboratories: Equipped with high-resolution spectrometry, chromatography, and material characterization tools, enabling real-time chemical analysis, quality control, and formulation development.
- Process Simulation & Scale-Up Units: Supporting seamless translation of lab-scale research into pilot and full-scale production, reducing time-to-market for low-carbon products.
- Digital Twin Technology & AI-Driven Optimization: Enhancing real-time monitoring, predictive maintenance, and energy efficiency, ensuring sustainable manufacturing practices.
- Dedicated Carbon Capture & Circular Economy Research Facilities: Focused on industrial emissions repurposing, waste valorization, and closed-loop manufacturing solutions.
- Collaboration Hub for Industry-Academia Partnerships: Strengthening joint research initiatives with leading universities, including the Institute of Chemical Technology (ICT), Mumbai, to develop green solvents and carbon-negative materials.

Transformative Low-Carbon Product Innovation

Our low-carbon product portfolio is built on bio-based feedstocks, energy-efficient processes, and circular economy principles, all developed through our advanced R&D infrastructure.

- Hydrogen Peroxide (H₂O₂): A sustainable alternative to chlorine-based bleaching, produced using an optimized, low-energy process that significantly reduces toxic effluent discharge.
- Bio-Based Epichlorohydrin (ECH): Derived from glycerin, replacing petroleum-based ECH with a low-carbon, high-performance alternative for wind energy, automotive, and electronics sectors.
- Anhydrous Sodium Sulphate Recovery: Utilizing waste-to-value processing in our chemical plants, preventing virgin mineral extraction and reducing carbon emissions in detergents, textiles, and glass manufacturing.
- Multi-Feedstock Ethanol: A clean energy solution that replaces fossil fuel-based gasoline, supporting India's ethanol blending program and national biofuel mandates.
- Compressed Biogas (CBG): Converting sugar industry waste into a renewable fuel, reducing methane emissions and providing a sustainable alternative to diesel and CNG.
- Cement from Lime Sludge: Repurposing hydrated lime sludge from Calcium Carbide plant to manufacture low-carbon cement, reducing dependency on limestone and reducing emissions.



Breakthrough R&D in hybrid seeds

R & D of hybrid seeds that are resistant to adverse weather conditions, Salinity, drought, water logging, insect pests and diseases etc. This results in increased sustainability through significant reduced water use in irrigation and reduced use of chemicals to protect the crop from diseases and insect pests.

Breakthrough R&D in Fertilizers: Green Carbon & Bio-Based Nutrients

Our fertilizer division is leading the shift towards low-carbon, high-efficiency agri-inputs, with research initiatives focused on decarbonization and precision agriculture.

- Green Carbon Fertilizers: Integrating biogenic CO₂ from sugarcane waste into urea production, reducing Scope 1 and 2 emissions in nitrogen-based fertilizers.
- Bio-Stimulants & Microbial Fertilizers: Researching natural, soil-enhancing alternatives that improve plant growth while minimizing environmental impact.
- Smart Nutrient Formulations: Developing controlled-release and nano-fertilizers that increase nutrient uptake efficiency and reduce chemical runoff.

Digital Transformation in R&D and Manufacturing

To scale sustainable innovations, we are integrating AI-driven process optimization and real-time analytics into our research and production operations.

- AI-Powered Predictive Analytics: Enhancing energy efficiency, waste reduction, and process automation.
- Digital Twin Technology: Simulating chemical reactions and production processes to optimize efficiency and reduce emissions.
- Advanced Process Control Systems: Enabling real-time adjustments to manufacturing variables, reducing resource consumption and operational costs.

Scaling Innovation Through Patents & Research Investments

Our R&D-driven approach is backed by significant investments in intellectual property, cutting-edge technology, and patent-protected solutions.

- ₹ 81.9 Crores invested in advanced R&D programs in FY 2024-25.
- 86 members dedicated scientific and engineering team.
- 158 Plant Variety Protection (PVP) registrations filed till date and 63 have been Granted
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- Life Cycle Assessment (LCA) for key products at Bharuch, Kota sites and Fenesta Business..

Research & Innovation for sustainable Agriculture

Shriram Farm Solutions (SFS) is constantly striving to bring innovative farm inputs to improve quality and quantity of farm output to enhance the wealth of the Indian farmers. The key focus of each innovation is on increasing ROI of farming community. Keeping these targets at the core of the new product innovations, SFS is investing on future ready farm inputs such as seeds of major cereal, oilseed, legumes crops, and Specialty Plant Nutrition products to mitigate the risk of climate change and to address the farmer's challenges towards Nutrition Use Efficiency & water use efficiency.

Understanding the importance of tools and techniques that will equip the researchers to innovate differentiated products to address the needs and issues of Indian agriculture, and fast track the new product development, Shriram Farms Solutions has invested to establish the state of art 'Centre for Advanced Plant Nutrition (CAPN)'. The facilities such as 'Speed Breeding Unit' and 'Dihaploid Lab' and mechanization at the research farms are created to reduce the new product development cycle of focused crops with great accuracy.

The training & orientation, and participation in the National and International conferences and Institutions keeping our scientist in sync with innovations and changing trends at global level.

Case Study 1



Shriram Farm Solutions Climate resilient high yielding proprietary wheat research program

With reducing sizes of land holdings, increasing population pressure, changing climatic & soil conditions, the need for stress resilient, high yielding, fortified food crops is the need of the hour. Shriram Farm solutions has been on the path of developing such futuristic crop varieties that suit the current challenges to agriculture & food security.

1.2 Million Farmers 225 Million USD Additional Farmer Income

Our Wheat R&D Program Focusses on



Climate smart high yielding varieties



Tolerance to salinity



Disease resistance



Fortified varieties –Zn, Fe and Protein

Case Study 2



Shriram Farm Solutions Biologicals & Plant Nutrition solutions addresses twin challenges

Excessive use of chemical fertilizers pollutes ground water & environment. With the moto of enhancing the soil health, SFS developed a differentiated holistic nutrition solution for fertigation segment called Driplt. It provides right amount of nutrition to the plant enhancing the yield & quality of the produce. These products are truly environment friendly. Erratic environmental changes creating the need to come out with solutions which addresses abiotic & biotic stresses along with soil health improvement. Our biological solutions enhances the soil health in terms of increasing the soil organic carbon content & soil porosity. These products makes fixed soil nutrients available to the plants.

Areas of research



Soil health improvement



Nutrition Use Water Use Efficiency



Abiotic & Biotic Stress management

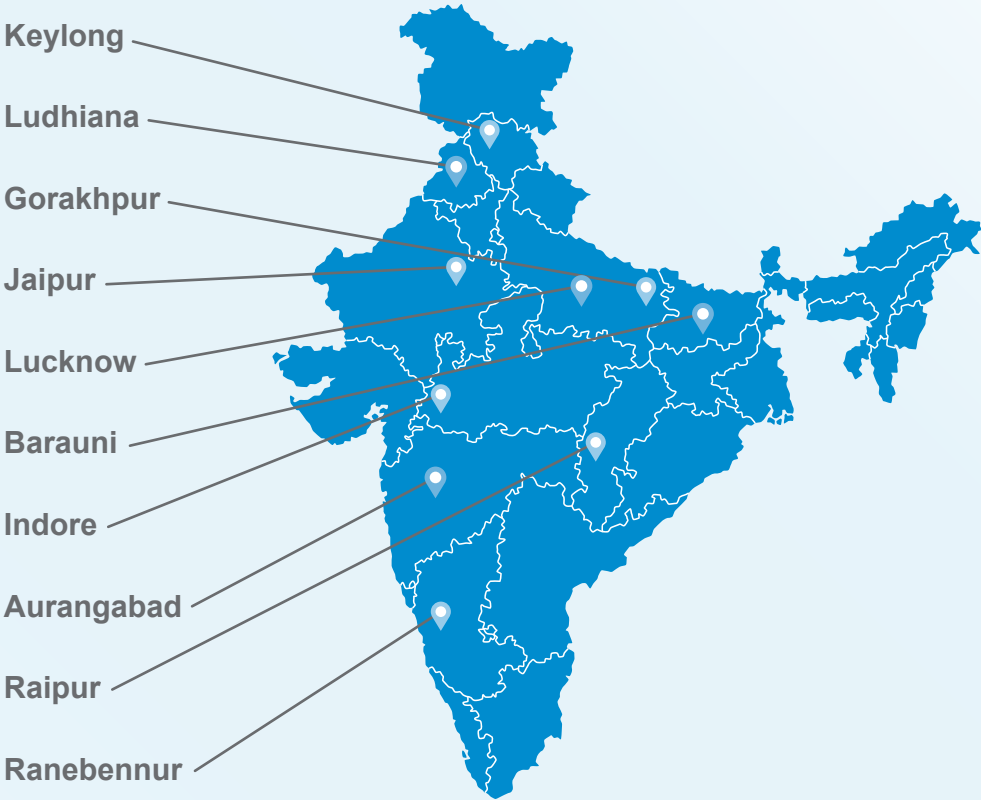


Climate resilience



Biofortification

Extensive Network of R&D Centers



Future Roadmap: Expanding Low-Carbon Innovation Across Sectors

- As we continue to drive low-carbon industrial transformation, our roadmap includes:
- Scaling bio-based chemical production to replace fossil-derived materials.
 - Advancing next-generation carbon capture and utilization (CCU) technologies.
 - Enhancing AI-driven digital research platforms for faster innovation cycles.
 - Strengthening partnerships with global research institutions to co-develop breakthrough sustainability solutions.

Through our world-class R&D infrastructure, extensive patent portfolio, and commitment to process innovation, DCM Shriram Ltd. is shaping the future of low-carbon manufacturing, sustainable chemistry, and industrial decarbonization. Our relentless pursuit of science-led, technology-driven sustainability is ensuring that we not only meet today's environmental challenges but also create a cleaner, greener industrial landscape for generations to come.

Manufactured Capital

We are investing in our infrastructure to enhance our manufacturing capabilities. The growing interest from our esteemed customers, coupled with an exciting product pipeline, has reinforced DCM Shriram's reputation as a multiple sector global conglomerate.

We have steadily established multiple production facilities, broadened our capabilities and built a reliable track record of global regulatory excellence. Our investments in infrastructure address evolving customer requirements and drive long-term competitiveness. As the quality and size of our business grows, we are gaining a better visibility of our future and crafting an appropriate roadmap for growth.

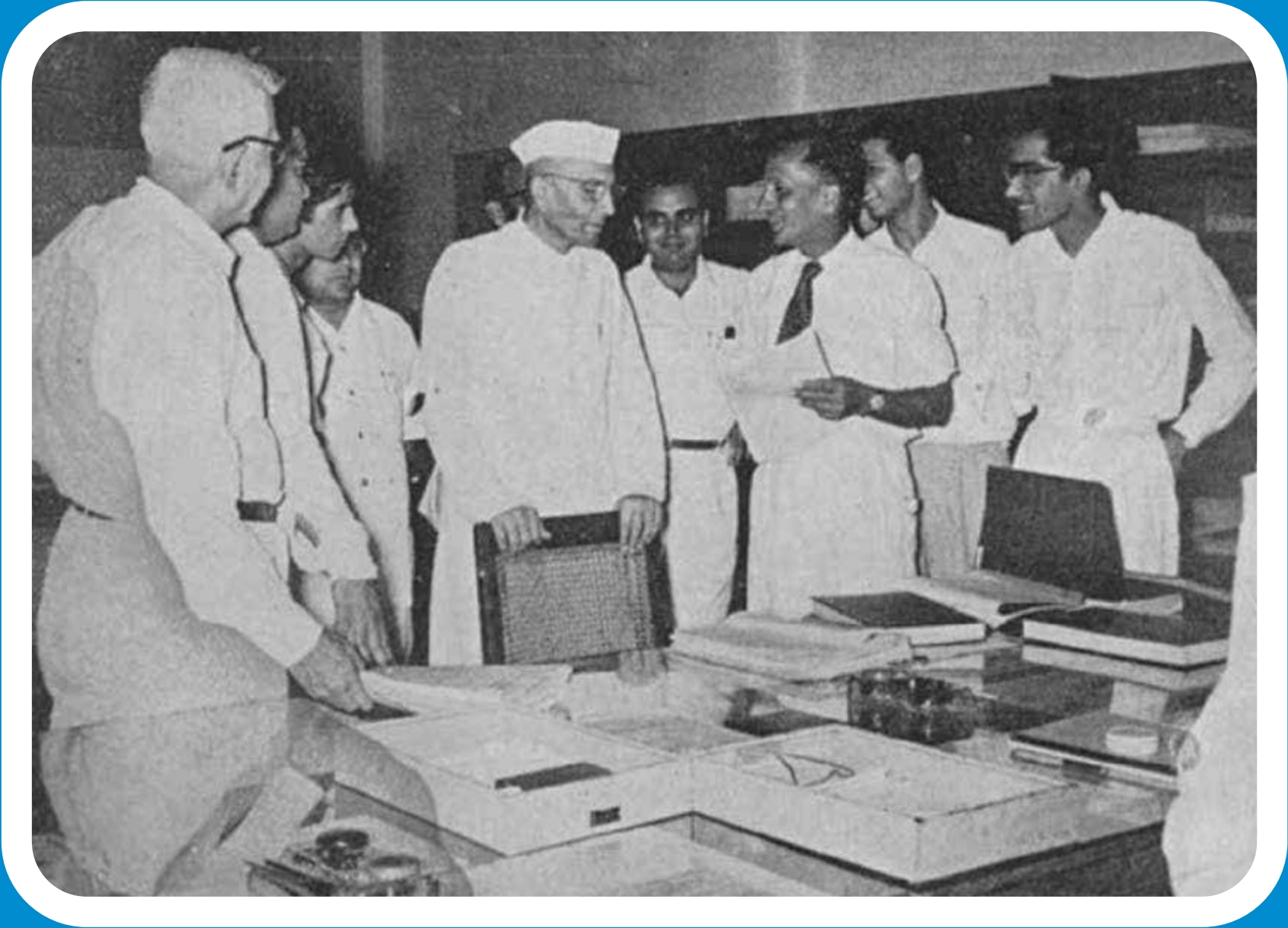


Capacity highlights (in units)

Chemicals & Vinyl	Agri-Rural	Value Added
Caustic Soda (2,749 TPD)	Sugar 43,100 (TCD)	Fenesta Building Systems uPVC and Aluminium Windows & Doors (12,284 TPA)
Hydrogen Peroxide (56,100 TPA)	Co-Gen (166 MW)	
PVC Resins (220 TPD)	CBG (12 TPD)	
Calcium Carbide (112,000 TPA)	Distillery (560 KLD)	
Stable Bleaching Powder (120 TPD)	Sulphate of Potash (4,600 TPA)	
Aluminium Chloride (150 TPD)	Shriram Farm Solutions	
	Fertilizer (579,500 TPA)	
	Bioseed	
		Others
		Cement (400,000 TPA)
		Polymer Compounds (32,564 TPA)

Key priorities

- Robust Manufacturing Facilities
- Expanding Capacities
- Digitalizing Operations
- Sustainable Manufacturing
- Enhancing our Quality processes
- Building a reliable and sustainable Supply Chain



Mr. Morarji Desai, the 4th Prime Minister of India and then Union Minister for Commerce and Industry, visited DCM Chemicals Works, New Delhi, in 1957

Agri-Rural Business

Sugar

Setting Benchmarks, Catalysing Change

As one of India's leading sugar producers, we are committed to delivering top-quality products. Our operations span across four state-of-the-art, fully integrated sugar manufacturing units located in the Hardoi and Lakhimpur Kheri districts of Uttar Pradesh, where we partner with over 2,50,000 growers to produce approximately 0.65 million tones of Sugar annually. With some of the highest manufacturing efficiencies, safety, quality, and environmental certifications in the industry, we believe that our commitment to excellence is unmatched. Our customer-centric approach and continuous research and development have made us the preferred partner for renowned FMCG brands such as Coca Cola, Pepsi, HUL, and Britannia. Our high level of engagement with growers has been a key factor in our success. From sowing to harvesting, we work tirelessly with them to improve yields, maintain soil integrity, and ensure the highest quality of our products. In addition to our commitment to quality, we are also leading the way in sustainable and circular sugar manufacturing. Our zero-waste policy and 100% by-product utilization allow us to create new products that have a lower environmental impact.

DCM Shriram's Sugar Business is strategically positioned in the heart of India's sugarcane belt, with integrated manufacturing units in Uttar Pradesh. These units leverage the region's rich agricultural landscape, abundant water resources, and favorable climatic conditions to ensure high-yield sugarcane cultivation. This locational advantage not only supports consistent raw material availability but also enhances operational efficiency and cost optimization. Beyond geographical benefits, the business thrives in a well-established ecosystem that includes proximity to major sugar markets, a skilled workforce, and strong logistical networks, ensuring seamless supply chain management. With state-of-the-art facilities for sugar production, cogeneration, and ethanol manufacturing, DCM Shriram is driving innovation and sustainability in the sugar industry.

1997-98

Year of establishment

180 ML

Annual Ethanol Production

43k TCD

Cane Crushing Capacity

10.9%

Sugar Recovery Rate

560 KLD

Distillery capacity

166 MW

Co-Gen Capacity



The company's commitment to a circular economy is reflected in its focus on bioenergy production, leveraging by-products like bagasse for green power generation and molasses for ethanol production, contributing to India's biofuel goals. Investments in advanced agricultural practices, farmer engagement programs, and digital monitoring systems further strengthen the business's resilience and long-term sustainability.

With a focus on efficiency, sustainability, and value addition, DCM Shriram's Sugar Business continues to grow as a key player in India's sugar sector, ensuring value creation for farmers, customers, and stakeholders alike. By integrating innovation, sustainability, and stakeholder value creation, DCM Shriram's Sugar Business continues to be a leader in India's sugar industry, fostering long-term growth while contributing to national renewable energy goals.



Strengthening Our Growth Foundations

DCM Shriram Limited continues to expand and optimize its manufacturing footprint through strategic investments in capacity augmentation, energy efficiency, sustainability, and advanced technologies. Our focus is on enhancing productivity, reducing environmental impact, and driving long-term value for stakeholders.

Integrated Compressed Biogas (CBG) Project – Ajbapur

Transforming Waste into Energy: To further our commitment to renewable energy and circular economy initiatives, we commissioned a 12 TPD Integrated Compressed Biogas (CBG) plant at our Ajbapur complex in Q4 FY'25. This facility utilizes pressmud, a byproduct of sugar manufacturing, to generate biogas through anaerobic digestion. Designed as a zero-effluent discharge system, this initiative aligns with India's renewable energy transition while significantly reducing methane emissions. With funding support from Standard Chartered Bank's ₹100 crore sustainable finance facility (April 2024), the project represents a milestone in our sustainability roadmap.

Enhancing Sugarcane Processing Efficiency at Loni

To support our growing ethanol production and optimize sugar processing, we expanded the crushing capacity at our Loni sugar unit by 2,100 TCD, bringing the total to 9,400 TCD. Commissioned on November 19, 2024, this expansion enables us to process a larger volume of sugarcane during peak seasons, improving overall production efficiency. It also strengthens our ethanol output potential, contributing to India's E20 ethanol blending targets. The expansion is poised to enhance operational efficiency and meet the rising sugarcane availability in the region. With the upgraded capacity, the Loni Unit stands out as a significant contributor to DCM Shriram's sugar segment, which has already demonstrated stable performance despite industry challenges. The company's proactive approach to capacity expansion positions it to capitalize on upcoming opportunities in the sugar and ethanol space.

About 10 years ago, we had only 1.5% blending, and today we have about 14-15% blending of ethanol. This quick development has been perpetuated by entrepreneurs, of course, with the strong support of the Government, and technology providers. This program, that India can boast of in such a short span, is a significant development.

Mr Roshan Lal Tamak

*Executive Director &
CEO - Sugar Business*



Digital Transformation in Agriculture

Farmer Engagement & Digital Transformation

DCM Shriram directly engages with over **2,50,000 farmers** across Uttar Pradesh, offering **tech-enabled farm advisory services** to enhance productivity and income. Key initiatives include:

Meetha Sona Program

A sustainable farming initiative providing soil health testing, improved cane varieties, and eco-friendly pesticides, resulting in higher farm yields and lower environmental impact.

AI-driven Farm Advisory System

The company has rolled out an AI-based predictive model, offering farmers real-time data on weather patterns, irrigation schedules, and pest control.

Farmer Training & Financial Inclusion

Regular field visits, training camps, and SMS alerts keep farmers updated on best practices, while partnerships with banks facilitate low-interest loans for farm equipment.



Agri-Rural Business

Shriram Farm Solutions (SFS)

With a vast network of 3,000+ trusted dealers spread across the country, we ensure that our new-gen agri-input products are easily made available to the Indian farmers.

DCM Shriram's Shriram Farm Solutions (SFS) plays a critical role in modernizing Indian agriculture by providing advanced plant nutrition, crop protection, and precision farming solutions. Operating with a farmer-first approach, SFS empowers farmers with high-yielding inputs and advisory services, helping them optimize output while ensuring sustainability and soil health..

Asset Overview – Shriram Farm Solutions

Manufacturing & Warehousing Facilities: Dedicated production units and distribution hubs across Kota, Bharuch, and multiple regional centers.

Agri-Advisory Centers: Network of digital kiosks and agronomist-led field offices offering real-time farmer support.

R&D & Testing Labs: Specialized soil and plant testing facilities ensuring the highest-quality farm inputs.

Key Offerings & Strategic Advantages

Specialty Plant Nutrition & Crop Care: A diverse portfolio of micronutrients, biostimulants, and crop protection products that enhance soil health and improve yields.

Tech-Enabled Farmer Advisory Services: Digital platforms provide real-time guidance on weather, soil conditions, and disease management.

Mechanization Support & Precision Agriculture: Promoting drip irrigation, smart seeding, and advanced farm mechanization to reduce input costs

Through partnerships with over 1 million farmers, SFS helps enhance productivity while reducing environmental impact.

Agri-Rural Business

Bioseed

Transforming Indian Agriculture with High-Yield Hybrid Seeds

DCM Shriram's Bioseed business is a leader in research-driven seed innovation, offering climate-resilient and high-yield hybrid seeds across multiple crops, including corn, paddy, cotton, and vegetables. With R&D facilities in India and the Philippines, Bioseed ensures superior genetic traits for better resistance to pests, diseases, and climatic variability.



BIOSEED

Genetics for Improved Agriculture

Asset Overview – Bioseed

State-of-the-Art R&D Facilities: Bioseed operates advanced biotechnology labs in Hyderabad and the Philippines, dedicated to genetic enhancement and seed innovation.

Production & Processing Units: Seed multiplication farms and conditioning plants located in key agricultural belts, ensuring high-quality seed output.

Storage & Distribution Infrastructure: Cold storage facilities and automated packaging centers to maintain seed viability and quality.

Key Innovations & Sustainability Focus

Drought & Pest-Resistant Hybrids: Research-based seed solutions that offer better resistance to climate stress and pests, reducing dependency on pesticides.

Precision Breeding & Biotechnology: Leveraging advanced genomics, AI-driven phenotyping, and gene-editing tools to improve seed varieties.

Sustainable Farming Practices: Promoting biofortification, organic seed treatment, and low-input farming techniques for environmentally friendly agriculture.

Bioseed's footprint extends beyond India, with a strong market presence in Southeast Asia, enabling knowledge exchange and technology transfer for sustainable farming.



Agri-Rural Business

Fertilizers

Ensuring Soil Health & Nutrient Efficiency

Since we started Urea business, our endeavour has been to help the farmers reap bumper harvests year after year.

Urea brand, 'SHRIRAM' has developed a strong presence in the rural market over the last 4 decades of operations, and today it symbolises premium quality, reliability and trust.



Better Science.
Better Harvest.

Asset Overview – Fertilizer Business

Large-Scale Manufacturing Facility: Located in Kota, Rajasthan, producing 379,500 TPA of urea, a key contributor to India's self-sufficiency in fertilizers.

Efficient Supply Chain Infrastructure: Bulk storage silos and rail-road logistics hubs, ensuring seamless distribution across the country.

Sustainability-Focused Operations: Investments in waste heat recovery, and process efficiency enhancements to reduce greenhouse gas emissions.

The Ammonia Urea complex comprises of a Urea plant based on Stamicarbon technology and an equivalent Ammonia plant based on Haldor Topsoe's technology.

Strategic Strengths & Sustainability Initiatives:

Customized Fertilizer Blends: Tailored nutrient formulations based on soil testing to optimize crop yield and reduce wastage.

Green Manufacturing Practices: Adoption of low-carbon ammonia production, water recycling, and process automation to lower emissions.

Support for India's Soil Health Mission: Partnerships with government programs to educate farmers on balanced fertilization and organic inputs.

DCM Shriram is investing in nano-fertilizers, bio-fertilizers, and carbon-neutral production technologies to align with India's net-zero ambitions.

Chemicals & Vinyl Business

Leading Chlor-Alkali Player With Integrated Value Chain

At DCM Shriram, we provide a lifeline for the country's industrial economy with a wide portfolio of basic chemicals and raw materials, such as Caustic Soda, Chlorine, PVC Compounds, PVC Resin, Cement, Calcium Carbide, among others.

Powering industries through state-of-the-art facilities

DCM Shriram Chemicals operates world-class manufacturing facilities at two strategic locations in India. Our plants are equipped with cutting-edge technology and adhere to stringent quality and safety standards.

Bharuch

Established in 1996, our Bharuch plant is India's largest single-location Chlor-Alkali facility. Boasting a production capacity of 2225 TPD across 25 electrolyzers distributed across four production lines, the plant has been a cornerstone of our growth and success.

Our integrated facilities boast a combined Chlor-Alkali production capacity of ~1 Million TPA. Among our key products is Caustic Soda (Sodium Hydroxide) —an essential raw material widely used across diverse industries. Whether in the production of pulp and paper, viscose yarn, textiles, or even in petroleum refining and pharmaceuticals, caustic soda plays a vital role. We offer it in two forms: lye and solids, with solids available as flakes for versatile application.

...our products are not just materials; they are integral to the processes that drive the industry forward

Kota

Operational since 1963, the Kota plant, stands as a testament to our commitment to manufacturing excellence. Initially producing 30 TPD of caustic soda, the plant has undergone several expansions, reaching a current capacity of 550 TPD. This growth trajectory is a result of our dedication to technological advancements and operational efficiency.



Expanding Caustic Soda Production for Market Leadership

As part of our commitment to enhancing production efficiency and meeting growing industrial demand, we successfully commissioned an 850 TPD caustic soda plant at our Bharuch facility on May 3, 2024. With this expansion, our total installed capacity has risen to 2,749 TPD, solidifying our position as **India's second-largest caustic soda producer**. The newly integrated membrane cell technology ensures higher energy efficiency and cost optimization, providing a strategic advantage in serving domestic and international markets. The expansion also strengthens our backward integration strategy, enabling us to optimize chlorine consumption and support downstream chemical production.

Caustic Soda Plant Expansion at Bharuch

- Commissioning Date: May 3, 2024
- Capacity Increase: +850 Tons Per Day (TPD), taking total to 2,225 TPD
- Technology: Membrane Cell Technology for improved energy efficiency
- Expected Impact: Establishes DCM Shriram as India's second-largest caustic soda producer, reducing energy consumption and improving cost competitiveness.

Hydrogen Peroxide: Enhancing Chemical Applications

In line with our vision to expand product offerings and cater to high-growth industries, we commissioned a 56,100 TPA Hydrogen Peroxide facility at Bharuch on August 19, 2024. Utilizing the anthraquinone auto-oxidation process, this plant ensures high-purity production, catering to key applications in textiles, pulp & paper, and water treatment. By reducing dependency on hazardous alternatives, this facility supports the growing demand for sustainable chemical solutions, further strengthening our market presence.

Hydrogen Peroxide Facility

- Commissioning Date: August 19, 2024
- Capacity: 56,100 Tons Per Annum (TPA)
- Process: Anthraquinone Auto-Oxidation for high-purity production
- Applications: Textiles, Paper & Pulp, Water Treatment, Electronics
- Sustainability Contribution: Reduces dependency on hazardous chemical substitutes and supports eco-friendly bleaching processes.

Ensuring Energy Security with a 120 MW Captive Power Plant

To meet our growing energy needs and enhance operational reliability, we commissioned a 120 MW coal-based captive power plant at our Bharuch complex on June 27, 2024. This facility is equipped with Fluidized Bed Combustion (FBC) technology, optimizing thermal efficiency and reducing emissions. With integrated advanced emission control systems, this power plant ensures sustainable energy security for our chemical production operations while significantly lowering energy costs. The plant has multi-feed option of using biomass as fuel blend with a capacity up to 40%.

120 MW Captive Power Plant

- Commissioning Date: June 27, 2024
- Technology: Fluidized Bed Combustion (FBC) for efficient coal utilization
- Key Benefits: Ensures uninterrupted power supply to chemical manufacturing units and reduces emissions.

Circular Economy in Chemicals: Anhydrous Sodium Sulphate Recovery

With a strong focus on sustainability and waste recovery, we are implementing an Anhydrous Sodium Sulphate System (AnSS), scheduled for completion by Q1 FY'26. This system allows the recovery and purification of sodium sulfate, a valuable byproduct of caustic soda and chlorine production. With applications in detergents, glass manufacturing, and paper processing, this initiative enhances our commitment to resource optimization and environmental responsibility.

Anhydrous Sodium Sulphate System (AnSS)

- Function: Recovery of sodium sulfate from caustic soda production waste streams.
- Applications: Detergents, Glass Manufacturing, Paper Processing
- Sustainability Impact: Minimizes waste discharge and enables circular economy practices.

Green Epichlorohydrin: Advancing Sustainable Manufacturing

As part of our strategic focus on high-value chemicals, we are in the process of commissioning a 52,000 TPA Epichlorohydrin (ECH) facility which will be commissioned in Q1 FY'26. This plant integrates a glycerin-based production process, a sustainable alternative to conventional fossil-fuel-based methods. The initiative aligns with the increasing demand for ECH in epoxy resin manufacturing, catering to industries such as adhesives, coatings, and composites. By leveraging environmentally responsible processes, we aim to create a future-ready supply chain for high-performance materials.

Epichlorohydrin (ECH) Facility

- Technology: Glycerin-based process – a sustainable alternative to fossil-fuel-based production.
- Market Expansion: Strengthens epoxy resin supply chains for automotive, adhesives, and composites.

Vinyl Business: India's Only Calcium Carbide-Based PVC Producer

DCM Shriram is India's only carbide-based PVC resin manufacturer, with a 220 TPD production capacity. The company's vinyl operations cater to critical sectors like automotive, construction, piping, and infrastructure, ensuring high-quality and sustainable polymer solutions.

Asset Overview – Vinyl Business

- Major Plant: Kota, Rajasthan – Integrated with power generation and raw material processing.
- Production Capacity: 220 TPD of PVC Resins, catering to domestic and export markets.
- R&D Focus: Development of sustainable PVC formulations with bio-based additives to reduce environmental impact.

Our wide portfolio of PVC products play an important role in improving the performance of a broad range of industries. We manufacture 1,12,000 TPA Calcium Carbide that is of captive use for the production of PVC Resins, and it is also sold in the market to industrial users.

Our product portfolio includes multiple grades of PVC Resins to the tune of 77,000 TPA produced at the integrated manufacturing complex in Kota. It caters to a wide array of end-use markets. The PVC Resins are manufactured through the Calcium Carbide route that insulates us from the cost-cycles routinely associated with the petrochemicals based production of other manufacturers.

The Product portfolio offered by Shriram PolyTech Ltd matches with performance requirements of diversified range of industries like Pantone Shade Color Masterbatch, Medical PVC Compound.

The thrust at PolyTech is to devise customized solutions for specific segments of industrial requirements. Our facility is furnished with the ultra-present day courtesies, our modernized facility is kept an eye on by our group of persistent experts, who do each business movement in a productive way to achieve the most extreme fulfillment of our customers.



Value-Added Business

Fenesta: Strengthening India's Building Solutions

With rising demand for high-quality building solutions, Fenesta continues to expand its footprint across India. In FY-25, we launched new showrooms in Kozhikode and Noida, strengthening our direct-to-customer engagement. Additionally, we have invested ₹ 47 crores in expanding our uPVC extrusion facility in Kota, increasing capacity from 8,600 metric tons to 12,284 metric tons annually. To meet the growing demand for high-performance architectural solutions, we have also established a new façade fabrication unit in Hyderabad, further diversifying our product offerings.

Retail & Infrastructure Expansion

- New Showrooms Opened:
- Kozhikode: May 23, 2024
- Noida: April 15, 2024

Extrusion Capacity Augmentation

- Investment: ₹ 47 crores
- Capacity Increase: +40%, from 8,600 metric tons → 12,284 metric tons annually.
- Upgraded Kota uPVC Extrusion Facility for higher precision & lower defects.

Behind every world-class window lies a seamless blend of precision, expertise, and cutting-edge infrastructure-qualities that define Fenesta. As the only company in India with complete control over the entire supply chain of window and door manufacturing, Fenesta sets the industry benchmark with its state-of-the-art extrusion plant in Kota and seven fabrication units across Bhiwadi, Chennai, Bhubaneswar, and Hyderabad.

Crafting the perfect window demands a fusion of specialized skills-extrusion, design, planning, fabrication, logistics, and installation. At Fenesta, this expertise is deeply embedded, ensuring a seamless journey from design selection to final installation. More than just a manufacturer, Fenesta provides an end-to-end service, guiding customers through every stage-site survey, customized fabrication, timely delivery, and flawless installation.

With a robust nationwide service network, Fenesta is equipped to execute projects of any scale, anywhere in India. Whether for an urban high-rise or a countryside retreat, Fenesta ensures every window meets the highest standards of performance, aesthetics, and durability—redefining excellence in architectural solutions.

Earn LEED Credits

Fenesta windows are made of recyclable material using very little energy in production. They also offer superior energy saving insulation and reduce the carbon footprint. Thus, Fenesta windows and doors can help builders and developers attain valuable LEED (Leadership in Energy and Environmental Design) rating points for their projects demonstrating their dedication to environmentally-conscious practices.



Fenesta
Better by Design



Natural Capital

50,675 TJ

Total Energy Consumption

14.71 Million m3

Total Water Withdrawal:

71,22,648 MT

Raw Material Consumed:

17,624 TJ

Green Energy Consumption

35%

Green energy consumption as % of total energy consumption:

675 TJ

Solar & Wind Power consumed:



Short/medium-term priorities

- Non-fossil fuel sources of energy in the Energy mix
- Water conservation and groundwater recharging
- Waste minimisation and zero waste to landfill
- Awareness on climate change and mitigation measures among stakeholders

Long-term priorities

- Nature based solutions for sequestration of CO2
- Adaptation and resilience through climate smart agriculture

Environmental Performance

Effective environmental management is paramount in ensuring the sustainability and well-being of both present and future generations. It serves as a critical framework for preserving natural resources, mitigating pollution, and safeguarding ecosystems. By implementing sound environmental management practices, societies can minimize negative impacts on air, water, and soil quality, thereby promoting human health and ecological balance. Moreover, prudent environmental management strategies contribute to the resilience of communities in the face of climate change and other environmental challenges. Ultimately, prioritizing environmental management fosters harmony between human activities and the delicate ecosystems upon which all life depends, ensuring a healthier and more prosperous planet for generations to come.

The Company has structured approach towards reduction of environmental footprint with focus on management systems, stakeholder awareness and internal goals and targets with robust governance systems of review and audits. Each Business Heads are responsible for reducing the environmental footprint due to their respective business operations. The Top Management reviews the environmental performance on regular basis as part of Business Reviews. The company also has Business Responsibility & Sustainability Reporting (BRSR) core team comprising of Whole Time Director and senior leadership to review the environmental performance and apprise the Board on time to time basis.

The Business Responsibility & Sustainability Reporting (BRSR) core team oversees climate related issues including decarbonisation, energy efficiency, water conservation and performance metrics review. Each businesses have incorporated these metrics as part of KRAs of employees including business heads and function heads.

We are regularly monitoring the emissions from our processes and reducing their negative consequences in the best practical manner adopting latest technologies.

Our strategies include investing in state-of-the-art equipment for reducing air pollution, raising plant energy efficiency and collecting energy so that it can be used again in our operations. We monitor our emissions and continue to invest in new technologies in order to make sure that we are in compliance with regional laws in the areas where we operate. There were no incidents of environmental non-compliance, which resulted in penalties for DCM Shriram in FY 2024-25.

Management Systems

EHS Policy covering all sites and Businesses
ISO 14001 (Environment Management System) implemented at all sites

Responsible Care implemented at Bharuch

Life Cycle Assessment as per ISO 14040/44 for products manufactured

Environmental Goals & Targets

Environmental Goals part of KRAs of Unit Head, Business Head and Whole Time Director

Environmental Performance review at site level, Business level and Board level on regular basis

Environmental Reporting

Monthly MIS shared with Corporate for public reporting

Internal / External audit of environmental Performance

Environmental performance disclosed in Sustainability Report, BRSR, CDP, EcoVadis, CSA S&P Global etc

Life Cycle Assessment (LCA) is a comprehensive method for evaluating the environmental impact of a product throughout its life cycle. It provides a systematic approach to assess the environmental aspects and potential impacts associated with all stages of a product's life, from raw material extraction, manufacturing, use, and disposal. We have earlier conducted LCA for products manufactured at Bharuch Site and during the year, we included key products manufactured at our Kota site in the LCA Study. Also, plan to carry out for products from other sites in the future.

Environmental Performance

The cradle-to-gate approach is a specific application of Life Cycle Assessment (LCA) through which we are focusing on assessing the environmental impact of a product process from the extraction of raw materials (cradle) to the factory gate. This helps us align our stakeholders with our sustainability initiatives across stages. During the reporting year, the Company has invested around ₹ 126 Crores CAPEX related to ESG which is around 13 % of the total CAPEX spent.

The Company has is also actively working towards registration of decarbonisation projects under various carbon registries. Around 0.33 million Carbon Offset Unit (CoUs) have been issued and 2.85 million CoUs are expected from various projects under registration / verification stage.

Materials Circularity

DCM Shriram's cement production is a sterling example of product circularity. Its cement production is an initiative primarily for waste recycle and resource conservation established with technology from Lafarge Coppee Lavalin, France. This initiative was developed in response to the challenge of disposing hydrated lime sludge (Calcium hydroxide) – a byproduct generated during production of Acetylene in the Company's chemical plant. The Company has also developed technologies to incorporate other waste and byproducts such as the sludge from water treatment plants, fly ash and waste sludge in the concrete mix. Green cement produced in the Kota plant replaces cement by 30-40 percent fly ash and 8 to 10 percent sludge from concrete mix to produce light weight concrete. The utilization of fly ash not only ensures its recyclability within our operations but also increases concrete strength, improves sulfate resistance, decreases permeability, reduces the water ratio required, and improves the workability of the concrete. Thus, DCM Shriram is ensuring environmental management in parallel to production of safe light weight concrete that can be used in applications like road-beds, filling materials which lead to sustainable applications.

Our actions for achieving circularity

- Investing to improve plastics recycling infrastructure
- Partnering across the value chain to bring hard-to-recycle plastic into the circular economy
- Helping communities address waste management gaps and create job opportunities
- Helping customers design for recyclability
- Growing our circular and renewable business
- Scaling advanced recycling (technologies)

Below are the list of key raw materials

Item	Unit	2024-25
Liquefied Natural Gas	MT	1,60,288
Lime	MT	1,21,305
Carbon Materials (Hard Coke/Pet Coke etc)	MT	77,680
Salt	MT	11,35,535
Gypsum	MT	34,499
Lime Stone (as CaO)	MT	2,45,622
Sugarcane	MT	53,47,719

"Sustainability Linked Loans (SLL) loans are not just a financial instrument - they are a commitment to sustainable growth. Over the past three years, we have successfully raised Green/ Sustainability Linked Loans (SLL) of ₹ 300 Crores from various financial institutions supporting the company's sustainability initiatives. We believe that aligning our capital investments with environmental responsibility is key to building a future-ready business creating long-term value for all stakeholders."

Mr Amit Agarwal,
Executive Director & Group CFO



GHG Emission

GRI Standards	Particulars	UoM	FY23	FY24	FY25
GRI 302-1	Total Energy	TJ	42,064	46,546	50,675
GRI 302-3	Energy Intensity	TJ/ INR Lacs	0.036	0.042	0.041
		TJ/ MT	13.92*	14.28**	14.82
GRI 305-1	GHG (Scope 1)	tCO2e	23,47,650	26,71,015	32,50,234
GRI 305-2	GHG (Scope 2)	tCO2e	7,47,487	2,92,413	1,89,123
	Total GHG (Scope 1 + 2)	tCO2e	30,95,138	29,63,427	34,39,357
	GHG Intensity	tCO2e/ INR Lacs	2.6	2.7	2.8
		TCO2e/ MT	1.02**	0.91**	1.01

**Restatement of Information (Energy): Energy consumption related to Hydrogen used as fuel included in previous years reporting. Production related to one of the subsidiaries excluded in previous years for standalone reporting. This resulted in increase in total Direct Energy and Energy Intensity numbers.*

***Restatement of Information (GHG): Process emissions (CO2) for the cement and carbide manufacturing operations included in previous years reporting. Production related to one of the subsidiaries excluded in previous years for standalone reporting. This resulted in increase in total Scope 1 emissions and Emission Intensity numbers.*

During the reporting year the biogenic emissions were 18,35,345 tCO2e. During the reporting year the recharge quantity of CFC 11 equivalent was 0.154 MT. The emission of ODS are primarily from ODS based refrigerants used in air-conditioners and chiller plants.

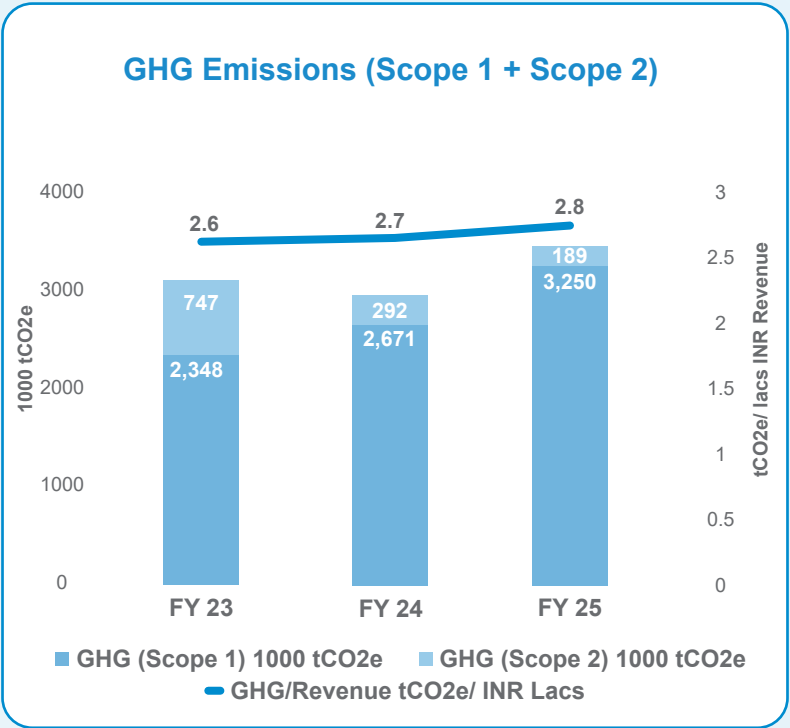
During the year, there has been reduction in the Green Energy mix due to 14% reduction in sugarcane feedstock due to Climate Change resulting in reduced crushing. Thereby reducing the quantity of Bagasse (Green Fuel) for captive power generation.

DCM Shriram's Renewable Energy Sourcing from ReNew Power SPV Introduction

The Company is successfully sourcing up to 50 MW of renewable energy (wind-solar hybrid) from its special purpose vehicle (SPV) established with ReNew Power Limited. This transition is mitigating approximately 1,21,446 tCO2e (carbon emissions) annually, contributing significantly to decarbonization and sustainability efforts.

DCM Shriram's Renewable Energy Sourcing from JSW Energy at Kota

In December 2024, DCM Shriram announced a ₹ 57 crore investment in a 68 MW wind-solar hybrid project in collaboration with JSW Renew Energy. This project aims to replace the company's existing 40 MW coal-based power setup, providing an average supply of 34 MW of renewable energy upon completion by March 2026.



Key Initiatives taken for Energy Management and Emission Reduction resulted in cumulative reduction of 28.7 lakh tCO2e emissions

- Use of Biomass in the energy mix at Bharuch and Kota
- Use of Bagasse and Slop for generating power in Sugar and Distillery units
- Contracted supply of Renewable Power at Bharuch
- Ethanol produced for blending petrol under the Ethanol Blended Petrol Program
- Installation of Motor Operated Valve (MOV) in Boiler Feed Pump (BFP) Auto Recirculation Line

Besides above, during the year the Company successfully commissioned CBG (Compressed Biogas) plant from sugar industry waste (Press-mud) at Ajbapur providing a sustainable alternative to diesel and CNG.

During the year, 53,899 saplings were planted during the year at various sites and additionally 4,10,000 mangrove plantation in Gujarat over the past two years.

During the reporting year Scope 3 emissions reported were 3.49 million tCO2e

Scope 3 Applicable Categories (GRI 305-3)		FY24-25	FY23-24
Cat - 1	Purchased Goods & Services	13,29,239	9,74,148
Cat - 2	Capital Goods	57,875	62,593
Cat - 3	Fuel & Energy	5,35,664	5,52,349
Cat - 4	Upstream T&D	30,399	22,858
Cat - 5	Waste	1,39,688	1,21,934
Cat - 6	Business Travel	2,259	1,561
Cat - 7	Employee commute	6,316	5,900
Cat - 8	Upstream Leased Assets	Included in Cat-1	Included in Cat-1
Cat - 9	Downstream T&D	22,569	38,863
Cat - 11	Use of Sold Products	13,66,291	13,86,699
Total		34,90,395	31,66,905

GHG Emission calculation methodology

Our emissions for Scope 1*, Scope 2** and Scope 3# have been assured by a third party.

**Emission Factor reference used: Intergovernmental Panel on Climate Change (IPCC)*

***Emission Factor reference used: Central Electricity Authority (CEA)*

#Emission Factor reference: LCA database of products using SimPro & Gabi Softwares, Intergovernmental Panel on Climate Change (IPCC), Department for Environment, Food and Rural Affairs (DEFRA), Central Electricity Authority (CEA), US Environmentally-Extended Input-Output (EIO).

Air Emission

Our Company has prepared a strategy and management plan for air quality, including control procedures for improving the internal air quality as well as air quality around our factories.

The procedures contain regular air quality measurement and monitoring to ensure the quality meets the standards specified by Central Pollution Control Board. DCM Shriram also applies advanced technology, which is environment-friendly to its business operations to prevent air pollution and maintain ambient air quality.

GRI Standards Reference	Air Emissions Intensity KPI	UoM	FY23	FY24	FY25
GRI 305-7	PM/ Production	Kg/ MT Prod	0.49	0.52	0.55
	Sox/ Production	Kg/ MT Prod	0.51	0.56	0.63
	Nox/ Production	Kg/ MT Prod	0.54	0.75	0.79

Restatement of Information: process stacks air emissions included in previous years reporting. Production related to one of the subsidiaries excluded in previous years for standalone reporting. This resulted in increase in Specific Air Emission numbers.

The increase in the air emission intensity over the previous reporting year is due to inclusion of operation of 120 MW captive power plant and two Flaker stacks installed during Chlor-Alkali Plant expansion project at Bharuch site during the reporting year.

Biofuels: Ethanol Blending Program

DCM Shriram’s commitment to clean energy is evident through its participation in India’s Ethanol Blending Program. The company has created a production capacity of 180 million liters of ethanol annually. This ethanol is supplied for blending with petrol, aligning perfectly with India’s ambitious clean energy objectives. By reducing carbon footprints, DCM Shriram plays a crucial role in advancing sustainable energy solutions.

Circular Economy: Compressed Bio Gas (CBG) Project

In further pursuit of circular economy principles, DCM Shriram’s Sugar business unit is embarking on an impactful endeavour. During the year, the company has set up a 12 TPD capacity Compressed Bio Gas (CBG) project at its Ajbapur unit in Lakhimpur Kheri district, Uttar Pradesh. This project aims to enhance environmental sustainability by utilizing organic waste to produce clean energy. It underscores DCM Shriram’s commitment to circular economy practices.

WATER MANAGEMENT

Resource efficiency (water, energy and waste) targets are part of business plans that are monitored and reviewed regularly by Senior Leadership Team as part of action for Climate Change mitigation. The Company has many interventions related to water management in collaboration with ICAR - Indian Institute of Sugarcane Research and International Finance Corporation (IFC). The progress of activities has been closely monitored by scientists of ICAR-IISR and certified that the information and data obtained during the study is authentic and worth adopting in sugarcane cultivation to economize irrigation water use.

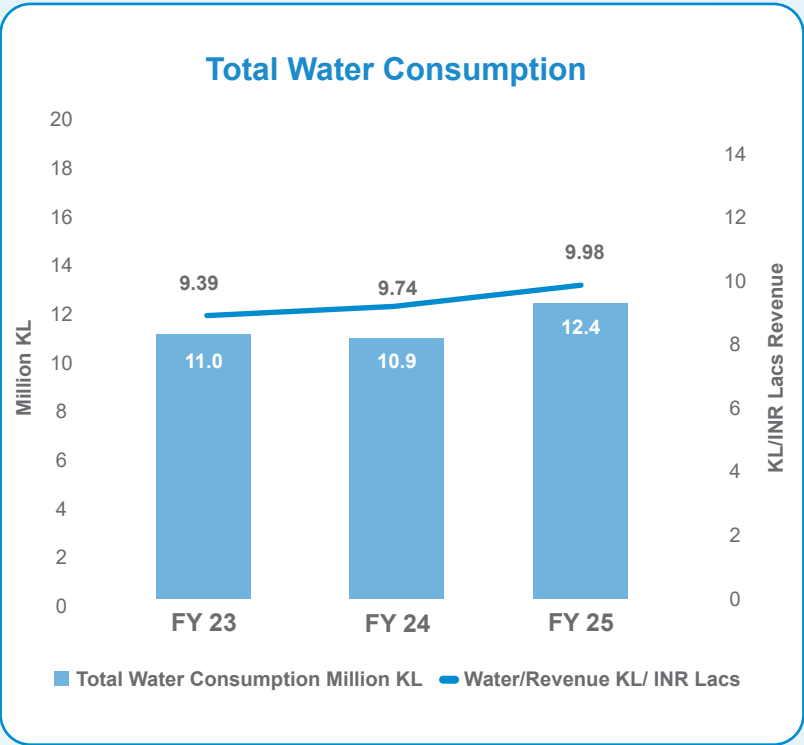
There has been reduction by 0.6 % in the water consumption intensity as compared to previous reporting year due to various initiatives undertaken at manufacturing location. None of the operations fall under water stress area. However, there has been increase in the water intensity per ton of production due to increased water consumption in the project activities including construction work for proposed expansions at Loni, Ajbapur, Kota and Bharuch sites. During the year, the water discharged reduced by 5% due to various recycling and reuse initiatives undertaken at Bharuch and Kota Sites.

GRI Standards Reference	Water Withdrawal by Source	UoM	FY23	FY24	FY25
GRI 303-2, GRI 303-4, GRI 303-5	Municipal Water	Million m3	10.85	11.29	12.72
	Ground Water	Million m3	1.91	2.00	1.99
	Water Withdrawal	Million m3	12.76	13.29	14.71
	Water Discharged	Million m3	1.73	2.41	2.29
	Water Consumption	Million m3	11.03	10.88	12.42
	Water Withdrawal Intensity	KL/ ₹ Lakh	10.86	11.90	11.83
		KL/ MT	4.22	4.08	4.30

1,082 billion liters of water saved in 8 years (2016-24)

1,243 billion liters In 9 years (2016-25)

160 billion liters of water saved in 2024-25



In our sugar plants, the excess water from cane produced in sugar processing is utilized in plant operations and irrigation purposes thereby reducing intake of net ground water. In all our plants, sewage is separately treated in Sewage Treatment Plants and utilized for irrigation purposes to reduce the demand for freshwater intake. The treated effluent from ETP is also utilized for greenbelt and cane farm irrigation, thereby reducing the demand for ground water extraction for irrigation. 100% treated effluent from Distillery units at Ajbapur and Hariawan is recycled into the process enabling us continuing our status of Zero Liquid Discharge (ZLD). RO plant at Kota for recycling of entire effluent from P-66 unit was operated during the year making it ZLD.

During the year, we have also commissioned RO plant for P-120 power plant for recycling the entire effluent making it ZLD. Furthermore, during the reporting year, a state-of-the-art Effluent Treatment Plant for recycling of the effluent was erected at our Bharuch facility which will recycle 80% of the treated effluent.

During the year, we harvested and conserved 10 times more water than consumed at our sites through various water conservation and rain water harvesting initiatives inside and outside the fence of our manufacturing sites. This is independently assured by the third party following ISO 14046 - 2014 Water Footprint with guidance for the verification and validation of water footprint assessment and the issued assurance statement is given on Page 88.

AgWater Challenge

In a bold move to reimagine water stewardship in Indian agriculture, DCM Shriram Foundation, in partnership with The/Nudge Prize and the Office of the Principal Scientific Adviser to the Government of India, launched the DCM Shriram AgWater Challenge in 2023. The primary objective is to promote innovation at the confluence of agriculture and efficient water utilization. The mission: to spark tech-enabled, scalable innovations that enhance water use efficiency, farmer profitability, and agro-climatic resilience-particularly for smallholder farmers (SHFs) cultivating fine cereals and cash crops.

Out of 134 entries top 16 cohort were shortlisted through 3-stage rigorous screening breakthrough solutions and finally winners selected based on scale readiness & impact.

The final winners of the DCM Shriram Agwater Challenge were EF Polymer (winner) offering biodegradable water-retaining granules and CultYvate (special mention) enabling real-time irrigation advisory through IoT.

Waste Management

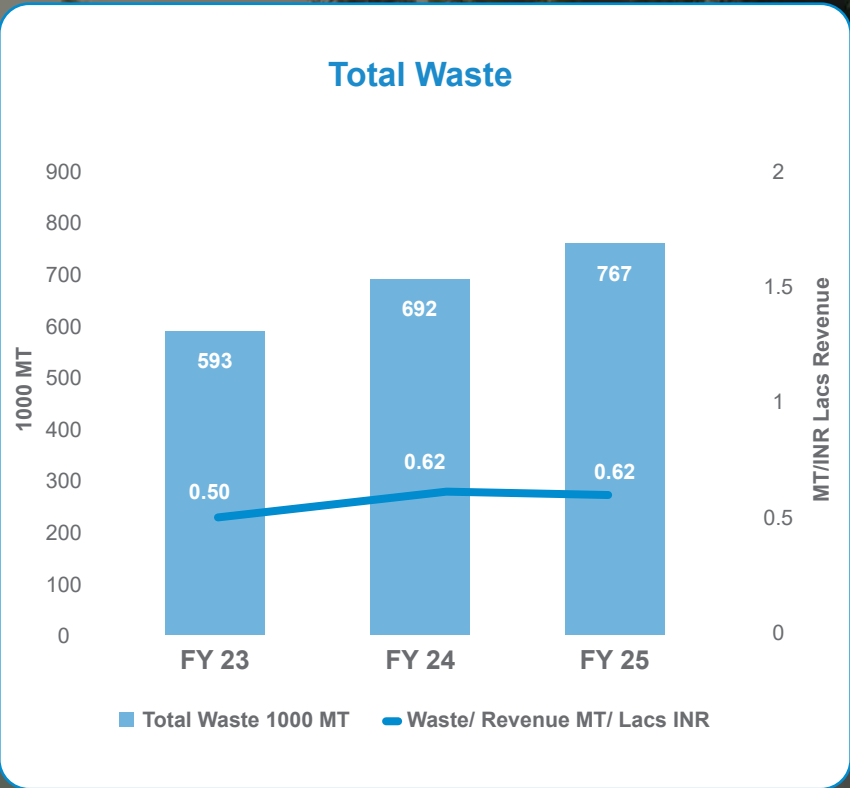
When it comes to the production of hazardous waste, the safe handling and storage of waste are the most essential steps. We handle, store, and dispose of our hazardous waste with the utmost care as a responsible business. Our manufacturing facilities are equipped with waste storage facilities to ensure that waste is disposed of properly and to eliminate any threats to the environment or the health of our workers. We ensure adherence to all pertinent regulatory standards for the handling and disposal of hazardous waste.

Additionally, we dispose of all hazardous waste generated by following established procedures. Disposal to CPCB and SPCB authorised waste processors and recyclers and a very small amount going to landfills (around 4%).

Reducing waste is the key focus of our environmental management plan. In place of the linear economy of “take, make, and dispose,” we wish to transition to a circular economy with efficient waste management strategies. We are continuously striving to attaining circularity throughout our value chain by working to reduce the use of virgin resources, starting with the procurement of raw materials.

GRI Standards 306-2		FY23	FY24	FY25
Hazardous Waste				
Waste diverted from disposal	(MT)	476	502	1113
Waste directed to disposal		0	0	447
Non-Hazardous Waste				
Waste diverted from disposal	(MT)	5,60,484 *	6,59,664*	7,33,168
Waste directed To disposal		32,034	32,197	31,831

**Restatement of Information: Press Mud and Bio-ash included in previous years reporting. This resulted in increase in total Non Hazardous waste numbers.*



Additionally, the Company disposed 9.38 MT and 141 numbers of e-waste and 14.14 MT and 20 numbers of Battery waste during the reporting year.

The hazardous waste generation during the year increased by 3 times over previous year due to commissioning of new products such as H2O2 and ECH at Bharuch Site in the second half of the FY24-25 and are under stabilisation phase. However, overall waste intensity per revenue has reduced by 0.6%.

BIODIVERSITY

DCM Shriram has adopted a dedicated Biodiversity policy as a core value and belief for preserving biodiversity and ecosystems around our operations. The policy also guides us in assessing nature-related risk & opportunities, developing management measure to achieve no net loss of biodiversity by developing factory specific management plans. Developing restoration projects, avoiding deforestation in supply chain, partnering with supply chain and creating on nature-friendly practices in operations and supply chain.

We are signatory to India Business & Biodiversity Initiative (IBBI) since 2014 and in 2024, we also signed new IBBI Declaration as a commitment to integrate the Convention on Biological Diversity Global Biodiversity Framework (GBF). We are monitoring all our operations for biodiversity performance at regular intervals and key outcomes are - none of our location is located near the Key Biodiversity Areas/Protected Area/ National Parks, there is no impact of operations reported on Scheduled species as per Wildlife Protection Act or IUCN threatened species. Some important migratory and resident bird species like Eurasian Marsh Harrier, Eurasian Spoonbill, Osprey, Black-headed Ibis, Black-tailed Godwit, Painted stork, Common pochard, and Greater Painted Snipe were documented in rainwater harvesting ponds and greenbelt area. We had undertaken planation of 6.9 lacs native trees in and around our operation in last Seven years.

Biodiversity Assessment at Bharuch Site

In 2024, biodiversity assessment based on LEAP approach of TNFD (Taskforce on Nature related Financial Disclosure) to document nature-related risk and opportunities and develop management plan in line with our biodiversity policy commitments was undertaken at DCM Shriram Alkali & Chemicals, Bharuch. The study highlights are:

- Operation is not directly overlapping with any Key Biodiversity Areas (KBA) or Protected Area (PA). Buffer of 10 km does not overlap with any KBA/PA
- 39.8% of the total project area is under greenbelt and dense plantations
- Documented 122 floral species covering (31 trees, 17 shrubs, 51 herbs, 12 climbers and 11 grass species
- 107 faunal species covering 78 Birds, 18 Butterflies, 7 Reptiles and 4 Mammals
- The site has implemented projects related to biodiversity and water conservation. Plantation of trees and shrubs, developing landscape gardens, creation of new water bodies, increasing water holding capacity of ponds in nearby areas, drip irrigation system for water conservation, dense afforestation programme, establishment of mangrove nursery with 5.79 lac sapling at Nada in Jambusar and Lunej in Anand, 4.1 lac mangrove plantation at Nada village, soil quality enhancement measures which results in improved soil quality.

Path Forward: Recognizing the growing importance of nature-related risks and opportunities, DCM Shriram has committed to align with the Taskforce on Nature-related Financial Disclosures (TNFD). During FY 2024–25, we adopted a LEAP (Locate, Evaluate, Assess, Prepare) assessment for our Bharuch site. This foundational assessment will help us map our interface with nature, evaluate physical and transition risks, and inform long-term mitigation and stewardship strategies. Building on our existing Biodiversity Policy (<https://www.dcmshriram.com/docs/sustainability-report/policy-on-biodiversity.pdf>), this assessment represents our structured step toward nature-positive disclosures. Learnings from this phase will guide future assessments across other businesses as we work toward our first TNFD-aligned disclosures starting FY 2025–26.



TCFD/ IFRS S2 disclosures

Addressing Climate Risk & Opportunities

Climate change presents a complex and evolving landscape of risks and opportunities for DCM Shriram, given the scale and diversity of its operations across Chloro-Vinyl, Agri-rural (Sugar, Fertilizers, and Bioseed), and Fenesta (Building Systems) businesses. These risks manifest through a range of physical disruptions-such as extreme heat, water stress, cyclonic activity, and unpredictable rainfall patterns-as well as transition challenges linked to policy shifts, changing energy costs, and evolving customer and investor expectations. At the same time, the Company is strategically positioned to benefit from emerging opportunities in biofuel production, low-carbon building materials, and sustainable agriculture.

Operating across geographies that are increasingly vulnerable to climate hazards-including Rajasthan, Gujarat, Uttar Pradesh, and coastal Tamil Nadu-DCM Shriram recognizes the critical need to build resilience at both corporate and site levels. Climate risks are no longer hypothetical; they are already influencing input availability, operational efficiency, and supply chain stability. To navigate this shift, the Company has committed to embedding climate considerations into enterprise strategy, capital planning, and operational management.

Recognizing the strategic importance of climate resilience, DCM Shriram has adopted a structured five-step approach to evaluate climate-related risks and opportunities across three time horizons. This analysis is grounded in globally recognized methodologies-leveraging IPCC Representative Concentration Pathways (RCPs) to assess physical risks and NGFS (Network for Greening the Financial System) scenarios to evaluate transition pathways-and enables forward-looking planning across all major manufacturing and agri-operational sites.



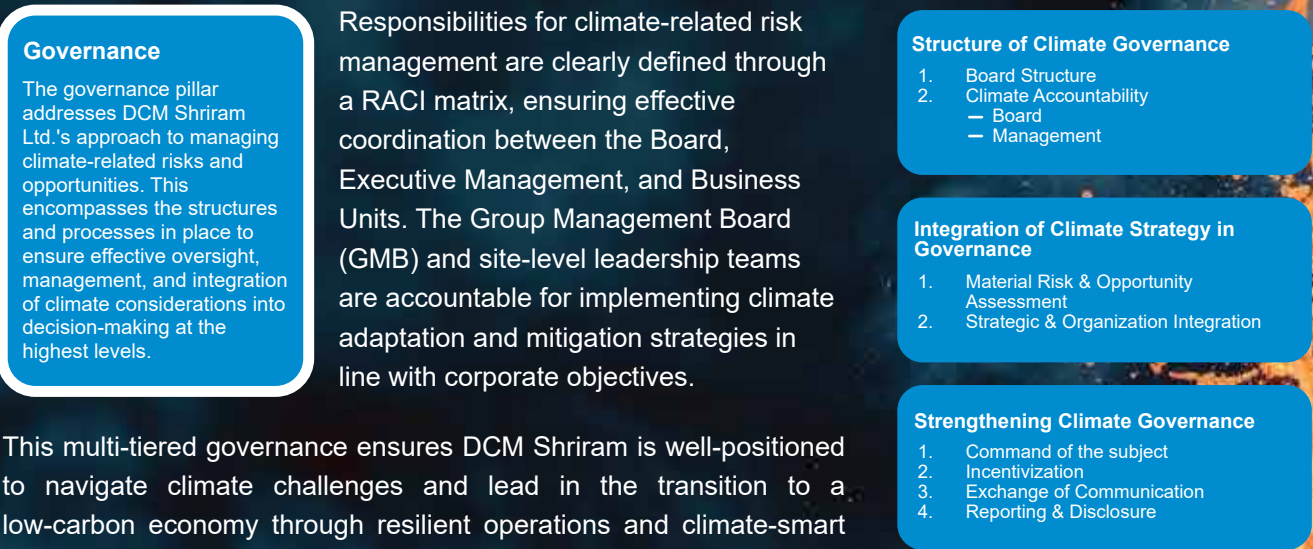
In FY 2024–25, DCM Shriram formally adopted the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD)-now consolidated under the IFRS S2 Climate-related Disclosures Standard issued by the International Sustainability Standards Board (ISSB). This move marks a significant step in enhancing transparency, comparability, and accountability in how the Company identifies, manages, and responds to climate-related financial risks and opportunities.

To operationalize this commitment, DCM Shriram has structured its climate disclosures around the four core pillars of the TCFD framework



GOVERNANCE

DCM Shriram has established a comprehensive governance framework to oversee climate-related risks and opportunities. Climate governance is embedded at the highest levels, with the Board Risk Management Committee (RMC) providing strategic oversight of environmental and climate-related issues. The Committee regularly reviews key climate risks, emerging regulatory expectations, and the Company's progress on sustainability goals.



This multi-tiered governance ensures DCM Shriram is well-positioned to navigate climate challenges and lead in the transition to a low-carbon economy through resilient operations and climate-smart investments.

To ensure the Company stays ahead of evolving climate expectations:

- Climate considerations are integrated into annual risk reviews and business continuity planning.
- ESG performance is linked to key managerial incentives.
- The Company conducts regular scenario analysis to evaluate long-term climate exposure and resilience.

Management’s Role in Assessing and Managing Climate-Related Risks and Opportunities

The management of climate-related risks and opportunities at DCM Shriram is led by the Group Management Board (GMB), which ensures strategic alignment across business units. The Corporate Sustainability Team, under the Whole Time Director - EHS and supported by business/ functional heads, are responsible for integrating climate considerations into operational and investment decisions. This includes overseeing climate scenario analysis, emissions accounting, target-setting, and ESG data disclosures. Business unit heads are accountable for the identification and execution of mitigation and adaptation strategies relevant to their operations, such as energy efficiency projects, water stewardship, waste management and low-carbon product innovation. Progress on these actions is tracked through quarterly management reviews and reported to the Risk Management Committee and Board.

A comprehensive climate risk assessment was undertaken in FY 2024–25 under the direction of this governance framework, encompassing both physical and transition risks across all key manufacturing sites. Aligned with IPCC climate projections and NGFS transition pathways, the assessment has informed enterprise-wide strategic planning, strengthened our business continuity protocols, and guided mitigation measures at both the site and corporate levels.

STRATEGY

DCM Shriram Ltd. has embedded climate considerations into its core business strategy, aligning with IPCC and NGFS scenario pathways to evaluate risks and opportunities across short, medium, and long-term horizons. Climate-related risks-such as heat stress, water scarcity, regulatory transitions, and stakeholder expectations-are integrated into decision-making at the segment level. Strategic assessments have revealed both physical vulnerabilities across major operational locations, including sites exposed to water scarcity, heat stress, and precipitation variability, and transition opportunities across sectors such as green ethanol, bio-based agri-inputs, and sustainable building materials.

In response, the Company has prioritized investments in low-carbon products, including expanded ethanol capacity, chlorine derivatives with lower GHG footprints, and energy-efficient products from Fenesta Building systems. Further, DCM Shriram’s water-positive approach-demonstrated by a water debit-to-credit ratio of 1:10 (FY24-25) underscores its resilience in water-stressed zones. Site-specific strategies such as rainwater harvesting, aquifer recharge, and zero liquid discharge systems have been scaled to reduce dependency on freshwater while improving operational sustainability. These interventions are designed to strengthen the Company’s long-term climate resilience and competitiveness in a decarbonizing economy.

Strategy

The strategy pillar explores the potential impacts of climate-related risks and opportunities on our operations, strategy, and financial planning. It delves into how climate considerations are factored into DCM Shriram’s overarching strategy and long-term planning.

For identifying and assessing physical risks, we used Advanced Climate Modelling and Representative Concentration Pathways (RCP) RCP 2.6, RCP 4.5 and RCP 8.5. For transition risks, we utilized India’s Nationally Determined Contributions (NDCs), Below 2°C Scenario, NGFS Current Policy and Net Zero 2050 Scenarios.

DCM Shriram has also defined its short-term (0–3 years), medium-term (3-10 years), and long-term (Beyond 10 Years) time horizons after a comprehensive peer benchmarking exercise and alignment with the Company’s capital allocation cycles, cash flow planning, and industry norms. These time frames form the basis for assessing the materiality of climate-related risks and opportunities and are embedded into enterprise-level scenario modelling, strategic reviews, and investment decision frameworks.

Based on the IPCC RCP Scenarios and seven NGFS climate scenarios, DCM Shriram has proactively identified a spectrum of transition risks, physical risks, and emerging opportunities across its diversified portfolio of businesses ranging from chemicals and sugar to agri-rural and Fenesta business solutions. These insights help shape our medium- and long-term resilience strategy under the framework of the Task Force on Climate-related Financial Disclosures (TCFD).

Transition Risks

- Policy and legal**
- Increased carbon policy/pricing of GHG emissions
 - Enhanced emissions-reporting obligations
 - Mandates on and regulation of existing products and services
 - Exposure to litigation
- Technology**
- Substitution of existing products and services with lower emissions options
 - Unsuccessful investment in new technologies
 - Costs to transition to lower emissions technology
- Market**
- Changing customer behavior
 - Uncertainty in market signals
 - Increased cost of raw materials.
- Reputation**
- Shifts in consumer preferences.
 - Stigmatization of sector
 - Increased stakeholder concern or negative Stakeholder feedback

Physical Risks

- Acute**
- Increased severity of extreme weather events, e.g.:
- Floods
 - Heatwaves
- Chronic**
- Changes in precipitation patterns
 - Changes in extreme variability in weather patterns
 - Rising mean temperatures
 - Rising sea levels

Opportunities

- Resource efficiency**
- More efficient resource use
 - Move to more efficient buildings and modes of transport
- Energy source**
- Use of lower-emission energy sources
 - Use of supportive policy structures
 - Use of new technologies
 - Participation in carbon markets
- Products and services**
- Development/expansion of low-emission goods and services
 - Climate adaptation and insurance risk services
- Markets**
- Access to new markets
 - Use of public sector incentives
 - Resilience
 - Resource substitution/diversification
 - Renewable energy programs, efficiency initiatives

Physical Climate Risk Assessment (Aligned with IPCC Scenarios RCP 2.6, 4.5, and 6.0)

Risk	Risk Type	Applicable IPCC Scenario	Business Impact for DCM Shriram
Increased severity and frequency of extreme weather events (cyclones, floods)	Acute	RCP 2.6, 4.5, 6.0	Manufacturing locations like Bharuch (Gujarat) and Chennai (Tamil Nadu) are vulnerable to cyclonic activity and coastal flooding. Such events can disrupt logistics, damage critical infrastructure, and halt operations, leading to revenue loss and recovery costs.
Low levels of water / water scarcity	Acute	RCP 2.6, 4.5, 6.0	Sites like Kota (Rajasthan) and Ajbapur/Hariawan (Uttar Pradesh) are exposed to water stress due to high dependency on groundwater and competing agricultural use. Water scarcity could affect boiler efficiency, distillery throughput, and sugar recovery rates.
Increased frequency of droughts	Chronic	RCP 2.6, 4.5, 6.0	Drought conditions in northern India can reduce sugarcane yields and strain agri-input demand, affecting Bioseed and Shriram Farm Solutions businesses. Prolonged droughts also stress water-intensive processes in chemical manufacturing.
Extreme heat and rising ambient temperatures	Chronic	RCP 2.6, 4.5, 6.0	Locations such as Kota and Lakhimpur Kheri frequently experience heatwaves. High temperatures increase cooling demand, energy use, and risks to workforce health and labour productivity. Operational continuity may be impacted without adequate thermal insulation and heat management systems.

Physical Risks and Mitigation Strategies

To manage the evolving exposure to acute and chronic physical climate risks across its sites, DCM Shriram has implemented a range of location-specific adaptation strategies. These measures are designed to enhance operational continuity, safeguard workforce health, and protect long-term resource availability under varied IPCC scenarios.

Physical Risk	Scenario	Time Horizon	Mitigation Strategy
Water Stress (Bharuch, Kota)	RCP 2.6/4.5 / 8.5	Medium, Long	Installation of Zero Liquid Discharge (ZLD) systems, rainwater harvesting, aquifer recharge, treated wastewater reuse, and watershed management projects
Extreme Heat & Rising Temperature	RCP 2.6/4.5/8.5	Medium, Long	Deployment of passive cooling infrastructure, heat-tolerant crop varieties, adaptive shift planning, building insulation, and worker heat safety alerts and arrangements for adequate hydration protocols at respective sites.
Heatwaves (Chennai, Bhubaneswar)	RCP 2.6/4.5 / 8.5	Short, Medium, Long	Scaling smart ventilation, shaded workplace zones, hydration protocols, and summer-season workplace readiness drills
Cyclones (Coastal Tamil Nadu, Odisha)	RCP 2.6/4.5/8.5	Medium, Long	Structural strengthening of warehouses, resilient logistics sourcing, early warning systems, and pre-monsoon cyclone preparedness drills
Precipitation Variability (Uttar Pradesh)	RCP 2.6/4.5 / 8.5	Medium, Long	Weather advisory to farmers, staggered sowing windows, expansion of drip irrigation, and scenario-based agri input planning



Transition Risks and Approach

DCM Shriram recognizes that the transition to a low-carbon economy presents both significant risks and strategic opportunities across its diversified portfolio-spanning Chemicals & Vinyl, Agri-rural and other value added businesses . The Company has adopted the NGFS climate scenarios-NDC-aligned Net Zero, and Current Policies-to systematically assess exposure to transition drivers including carbon pricing, regulatory obligations, shifting market preferences, technological disruption, and evolving stakeholder expectations. These drivers are mapped across the IFRS S2/TCFD categories: Policy & Legal, Technology, Market, and Reputation.

By integrating internal climate risk modelling with global scenario analysis, DCM Shriram has evaluated how each business segment could be impacted across multiple time horizons. For instance, the Chemicals & Vinyl business faces potential cost pressures from carbon taxes and power sourcing mandates, while the Sugar-Ethanol segment stands to benefit from E20 blending targets and biofuel incentives. The Company uses this analysis to prioritize mitigation levers, such as investing in ethanol capacity, shifting to renewable energy, and strengthening its ESG disclosures to align with global investor expectations. This proactive approach positions DCM Shriram to manage transition risks while unlocking growth opportunities in a decarbonizing economy.

Risk Category	Transition Driver	Risk Description	Time Horizon	Business Impact for DCM Shriram	Relevant Scenario
Policy & Legal	Carbon pricing Emissions tax	Increased carbon pricing of GHG emissions	Short to Medium Term Need for readiness on SEBI BRSR Core; delays	Could raise input costs for Chloro-Vinyl and captive energy units; exposure to carbon cost pass-through risks	NDC Aligned Net Zero
Policy & Legal	ESG reporting regulations	Enhanced emissions-reporting obligations	Short Term	could impact reputation and investor confidence	NDC Aligned Net Zero
Policy & Legal	Fuel blending mandates (e.g., E20)	Mandates on regulation of products	Short to Medium Term	Opportunity for sugar-ethanol; risk for fossil-linked chemical products	NDC Aligned Net Zero
Technology	Energy efficiency & RE integration	Cost of transition to low-emission tech	Short to Long Term	Need for capex in low-carbon equipment and RE sourcing (e.g., Kota plant)	NDC Aligned Net Zero
Market	Green procurement & RE sourcing	Changing customer behavior	Medium to Long Term	Pressure from B2B buyers to disclose GHG footprint and source RE	NDC Aligned Net Zero
Market	Energy supply transition	Uncertainty in market signals	Short to Medium Term	Unclear electricity mix regulations may delay RE investments	NDC
Reputation	ESG investor pressure	Stakeholder concern or feedback	Short Term	Poor ESG ratings may limit access to green capital or partnerships	NDC Aligned Net Zero



Transition Risk Mitigation Strategies

In response to emerging regulatory, technological, and market drivers of transition risk, DCM Shriram has prioritized targeted investments and organizational measures.

These strategies aim to align with India’s low-carbon policy trajectory, manage compliance costs, and capitalize on climate-aligned product opportunities.

Transition Risk	Transition Risk	Mitigation Strategy
Carbon Pricing / Emissions Tax	Policy & Legal	Capex allocation toward RE sourcing, efficiency improvement at captive energy and Chloro-Vinyl units, scenario modelling under NDC Net Zero
Enhanced ESG Reporting (SEBI BRSR Core)	Policy & Legal	Strengthening of Corporate Sustainability Team, third-party assurance of emissions, integration into ERM and investor disclosures
Fuel Blending Mandates (E20)	Policy & Legal	Investment in ethanol capacity, feedstock supply diversification, and product-market realignment
Renewable Energy Transition	Technology	Renewable Energy SPV (with ReNew)-wind-solar contracts (50 MW) at Bharuch and 68 MW wind-solar (with JW Energy) proposed at Kota, Increased biomass utilisation at Kota and Bharuch sites
Low Carbon Product Innovation	Technology	LCA assessments, product redesign (e.g., Fenesta Aluminium & UPVC doors and windows, H ₂ O ₂), and scaling of low-emission products
Green Procurement Pressures	Market	ESG screening in procurement, vendor audits, RE-linked procurement strategies
Reputational Pressure from ESG Investors	Reputation	Participation in ESG benchmarks (S&P, CDP), public sustainability disclosures, enhanced BRSR Core transparency

RISK MANAGEMENT

Risk Management

The risk management pillar focuses on the mechanisms that we are employing to identify, assess, monitor, and mitigate climate-related risks. This involves a comprehensive examination of the tools and processes in place to manage the evolving landscape of climate-related risks.

DCM Shriram integrates climate-related risks into its enterprise risk management (ERM) framework using a structured, scenario-based approach. Climate risks are identified and assessed across physical and transition categories, drawing on inputs from site-level assessments, external climate models (IPCC RCPs and NGFS pathways), and stakeholder consultations.

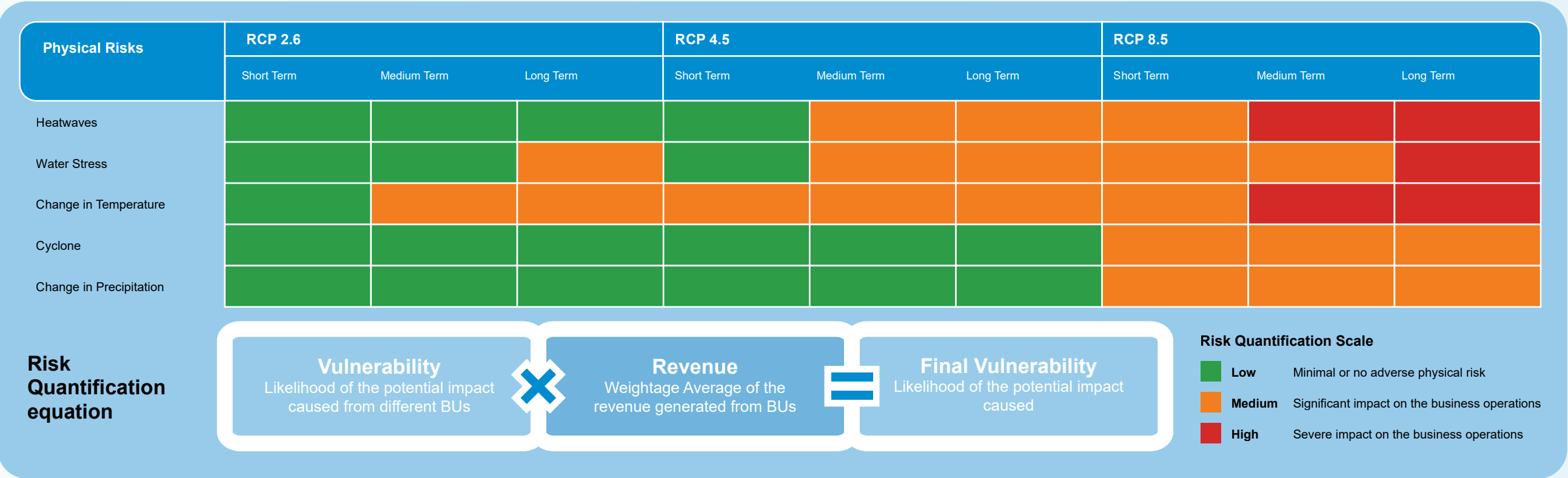
The risks are evaluated for materiality based on their likelihood, business unit vulnerability, and potential financial impact, and are prioritized using a composite scoring model. For physical risks such as heatwaves, cyclones, and water scarcity, this is further supported by geographic overlays and business continuity considerations.

These climate risks are reviewed periodically by the Risk Management Committee and incorporated into the corporate risk register alongside traditional operational, financial, and regulatory risks. Mitigation measures-ranging from capital expenditure decisions to adaptation strategies are integrated into business planning cycles. This process ensures that climate risk is not treated as a standalone issue but is embedded into the Company’s governance, planning, and performance evaluation mechanisms, as expected under IFRS S2.

This framework is tailored to consider objectives pertaining to operations, reporting, and compliance. Leveraging this, we systematically evaluate risks and opportunities at both the asset/plant and corporate levels. The mitigation plans and advancements toward achieving low-carbon and sustainable development targets undergo thorough review and approval by the top management. Our robust low-carbon products and sustainable development plan is an outcome of this comprehensive risk management process.

A key output of this process is the Climate Risk Matrix, which evaluates risks across three time horizons-short, medium, and long term-under different climate scenarios (RCP 2.6, 4.5, 8.5). This matrix provides a visual prioritization of risks such as heatwaves, water stress, cyclones, and precipitation variability, helping identify hotspots where adaptive actions are most urgent. The matrix is reviewed by the Risk Management Committee and informs business continuity planning, site-level investments, and the Company’s broader climate strategy. This integrated approach ensures climate risk is managed alongside conventional operational, regulatory, and financial risks, as part of a unified ERM framework.

Overall Climate Risk Matrix for DCM Shriram Ltd.



METRICS AND TARGET

Metrics and Targets

The metrics and targets pillar involves the disclosure of our commitment regarding the assessment and management of relevant climate-related risks and opportunities. This includes the quantitative and qualitative metrics used to gauge performance and progress in relation to climate-related goals.

DCM Shriram monitors and discloses climate-related performance using a robust set of quantitative and qualitative metrics aligned with its business model, sectoral context, and stakeholder expectations. These metrics are used to track progress on mitigation, adaptation, and climate resilience initiatives, as well as inform decision-making at the Board and management levels.

During FY 2024–25, DCM Shriram completed a detailed Scope 3 GHG assessment, covering all relevant categories under the GHG Protocol-including upstream transportation, purchased goods and services, fuel and energy-related activities, employee commuting, downstream product use. This Scope 3 analysis complements the Company’s existing reporting of Scope 1 (direct emissions) and Scope 2 (indirect energy emissions), providing a full-spectrum view of its value chain climate footprint.

Key metrics tracked include:





- GHG Emissions: Scope 1, 2, and now fully mapped Scope 3 emissions across all applicable categories.
- Emission Intensity: Sector-specific intensity metrics are used under PAT Scheme in India as part of BRSR disclosure.
- Water Management: Water withdrawal, discharge, and recharge data is monitored at all sites. DCM Shriram currently maintains a 1:10 water debit-to-credit ratio, indicating strong performance on water positivity.
- Renewable Energy Usage: Metrics on RE share in total energy consumption and captive solar/wind deployment are tracked as part of the achieving carbon neutrality.
- Product Performance: Share of revenue from low-carbon and energy-efficient products (e.g., ethanol, energy-efficient windows, bio-based agri inputs) is being benchmarked.

DCM Shriram has adopted short- and medium-term climate-linked targets, including:

- Scope 1 and 2 Emission Intensity Reduction Targets
- Renewable Energy Share Target to increase by addition of 68 MW RE power in future
- Ethanol Production Capacity Target (scaled up to 560 KLD in FY25)
- Water Positivity Target (maintaining or exceeding 10:1 water credit ratio at group level)

Progress against these targets is reviewed periodically by the Board and reported in the SEBI BRSR Core, CDP, and the Company’s Sustainability Report.

TCFD Index

IFRS S2 disclosures topic	Recommended Disclosures	Page No.
 Governance	<ul style="list-style-type: none">• Describe the board’s oversight of climate- related risks and opportunities.	59
	<ul style="list-style-type: none">• Describe management’s role in assessing and managing climate-related risks and opportunities.	60
 Strategy	<ul style="list-style-type: none">• Describe the climate-related risks and opportunities the organisation has identified over the short, medium and long term.	60
	<ul style="list-style-type: none">• Describe the impact of climate-related risks and opportunities on the organisation’s businesses, strategy and financial planning.	61-62
	<ul style="list-style-type: none">• Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	61-62
 Risk Management	<ul style="list-style-type: none">• Describe the organisation’s processes for identifying and assessing climate-related risks.	32,63
	<ul style="list-style-type: none">• Describe the organisation’s processes for managing climate-related risks.	32,63
	<ul style="list-style-type: none">• Describe how the processes for identifying, assessing and managing climate-related risks are integrated with the organisation’s overall risk management.	32,63
 Metrics & Targets	<ul style="list-style-type: none">• Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.	64
	<ul style="list-style-type: none">• Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	55
	<ul style="list-style-type: none">• Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.	64

Social & Relationship Capital

Corporate Social Responsibility (CSR) at DCM Shriram Ltd.

DCM Shriram Ltd. is deeply committed to creating inclusive, sustainable, and resilient communities through its CSR arm, the DCM Shriram Foundation. The Foundation operates with a holistic development philosophy, with initiatives across five key focus areas collectively known as the Khushali Program and Jeetega Kisaan Program which covers Climate Sustainable Agriculture. Each initiative is designed to address systemic challenges across health, education, sanitation, livelihoods, and environmental sustainability, while aligning with national development priorities and the UN Sustainable Development Goals (SDGs).



Key metrics

- CSR Spend ₹ 24.33 Crores
- Impact: 1.39 Lakh Beneficiaries

DCM Shriram CSR Ecosystem: A Model of Strategic Collaboration

At the heart of DCM Shriram’s CSR model lies a dynamic ecosystem of partnerships, platforms, and participation that go beyond traditional project-based CSR. The Foundation has built a responsive network that connects internal teams, community stakeholders, knowledge partners, and implementing agencies.

- Sahyog is the Foundation’s co-learning platform that brings together implementing partners, field teams, and CSR teams. Through immersive workshops, data-based reflections, and peer exchange, Sahyog has created a culture of accountability and adaptive learning.
- Samvaad is the flagship quarterly CSR meet that convenes business leaders, CSR champions from different units, and subject matter experts. The dialogue is aligned with the company’s CSR 2030 Vision, fostering synergy across units and geographies while setting the direction for strategic priorities like watershed development, skilling, and maternal health.
- This ecosystem approach enables:
 - Continuous feedback loops for program course correction
 - Cross-sectoral convergence with government schemes
 - Stronger impact measurement frameworks
 - Greater alignment of CSR goals with business values and societal needs

Khushali Sehat – Maternal and Child Preventive Healthcare

The cornerstone of the Foundation's health interventions, Khushali Sehat, focuses on ensuring accessible, equitable, and quality healthcare for women and children in rural and underserved regions. With a focus on reducing Maternal and Infant mortality.

Mobile Health Units (MHUs):

Operating across six blocks in Hardoi, Lakhimpur Kheri, Kota, and Jhagadia, the MHUs provide doorstep maternal and child healthcare services. With 22,976 beneficiaries recorded in FY 2024-25, the program facilitated over 21,554 antenatal check-ups and 13,447 postnatal consultations. It identified 4,373 high-risk pregnancies, constituting 38% of all pregnant women served—enabling timely referrals and institutional deliveries (7,776 conducted).

Capacity Building of Frontline Workers (FLWs):

In collaboration with MAMTA HIMC and CHETNA, training programs were conducted for FLWs in Hardoi, Kheri, and Jhagadia, equipping them with skills in early identification of complications and referral protocols, thus strengthening the last-mile delivery of maternal healthcare services.

Kishori Utkarsh Pahel (Adolescent Empowerment Program):

A pioneering partnership with UNICEF, the District Administration of Bharuch, and various government departments, this initiative targeted 13,000 adolescent girls. Through peer-led education and leadership development, 70 'Jagrut Kishoris' (Awakened Girls) were trained to lead community-level engagement. Notable achievements include anchoring VHSNC meetings and increasing Iron Folic Acid consumption to over 60% among participants.

Khushali Shiksha – Early Childhood Education (ECE)

Khushali Shiksha addresses the foundational need for quality early learning environments that set the stage for lifelong education. The initiative works through a Hub and Spoke model in 156 Anganwadi centres across the districts of Hardoi and Lakhimpur Kheri with Pratham Education Foundation as the implementation partner.

The program strengthens Early Childhood Care and Education (ECCE) by:

- Enhancing the capacity of 155 Anganwadi workers in pedagogy, hygiene, and documentation.
- Reaching 8,000 children with interactive learning through Teaching-Learning Materials (TLMs) and improved centre infrastructure.
- Actively engaging 5,275 mothers and 875 community stakeholders to support children's school readiness at home.
- Driving a behavioural shift among caregivers by building awareness of the importance of ECCE in breaking the cycle of poverty and illiteracy.

By investing in the earliest years, Khushali Shiksha nurtures a generation of learners prepared for formal schooling and social integration.

Khushali Swachhata – Solid Waste Management

Khushali Swachhata is designed to promote a culture of cleanliness and sustainable waste practices across urban and rural settlements. With its decentralized waste management model, the initiative empowers communities to take ownership of their sanitation environment.

Scope and Scale:

- Operating in Hardoi (6 wards), Kota (10 residential societies), and Bharuch (2 Gram Panchayats), the project ensures 100% door-to-door waste collection across 9,789 households.
- Promotes source segregation with compliance rates between 88%-100%.

Resource Recovery Outcomes (FY 2024-25):

- 673.7 tons of wet waste collected and 643.7 tons processed
- 35.2 tons of nutrient-rich compost produced
- 276.2 tons of dry waste diverted from landfills
- Recognition & Replication:
 - Gujarat’s first “Sanitation Park” in Bharuch
 - The model is nominated for PM Award and state CSR accolades, and is currently being evaluated for replication in five additional blocks by the District Development Office.

The initiative showcases how innovative design, public-private partnerships, and strong local governance can achieve zero-waste ecosystems.

Khushali Rozgaar – Skilling and Livelihoods

Khushali Rozgaar is the Foundation’s flagship livelihood intervention aimed at addressing youth unemployment through market-aligned vocational training.

Under the DCM Shriram Skill Academy, youth in Hardoi, Lakhimpur Kheri, and Bharuch receive comprehensive training, including hands-on industry exposure, mentorship, and placement assistance.

Key Program Streams:

- General Duty Assistant (GDA): 80 youth trained with 86% placement, earning an average income of ₹ 12,255/ month.
- Electrical and Solar Technician: 54 youth trained with 92% placement, earning ₹ 15,000/ month on average.

Program Highlights:

- Mobilization of nearly 300 youth in high-demand trades
- Partnerships with Pratham, Mon Ami Foundation, BAIF, and VGTK to ensure domain expertise
- Focus on rural youth, especially from economically weaker sections, and women participants
- Collaboration with Schneider Foundation for setting up the two Electrical and Solar Labs at the DCM Shriram Skill Academy

The program’s industry-aligned design ensures that youth not only gain skills but also access sustained employment or self-employment opportunities.

Khushali Paryavaran – Environmental Sustainability

With ecosystems under pressure, Khushali Paryavaran champions community-driven environmental stewardship by restoring ecological balance through afforestation and water resource management.

Major Outcomes:

- Creation of 36.6 lakh cubic metres of surface water storage infrastructure across 3 states
- Formation of 46 Jal Samitis to manage local water assets and ensure community ownership
- Plantation of 13,700 native species trees and 4.1 lakh mangroves in Gujarat to build climate resilience
- Integrated Activities:
- Soil and water conservation in villages of Hardoi, Lakhimpur Kheri, Kota, and Bharuch
- Collaboration with NM Sadguru Foundation, BAIF, and PANI Foundation to leverage technical expertise and scale impact

The initiative exemplifies how integrated watershed management and afforestation can regenerate landscapes and revive water security.

Climate-Sustainable Agriculture – Jeetega Kisaan

DCM Shriram Foundation aims to play a catalytic role in creating a more enabling ecosystem for enhancing climate-resilient agriculture. The Foundation focuses on three critical pillars: water use efficiency, soil health improvement, and agri-mechanization, with close collaboration from government, research institutions, startups, and farming communities.

Water in Agriculture

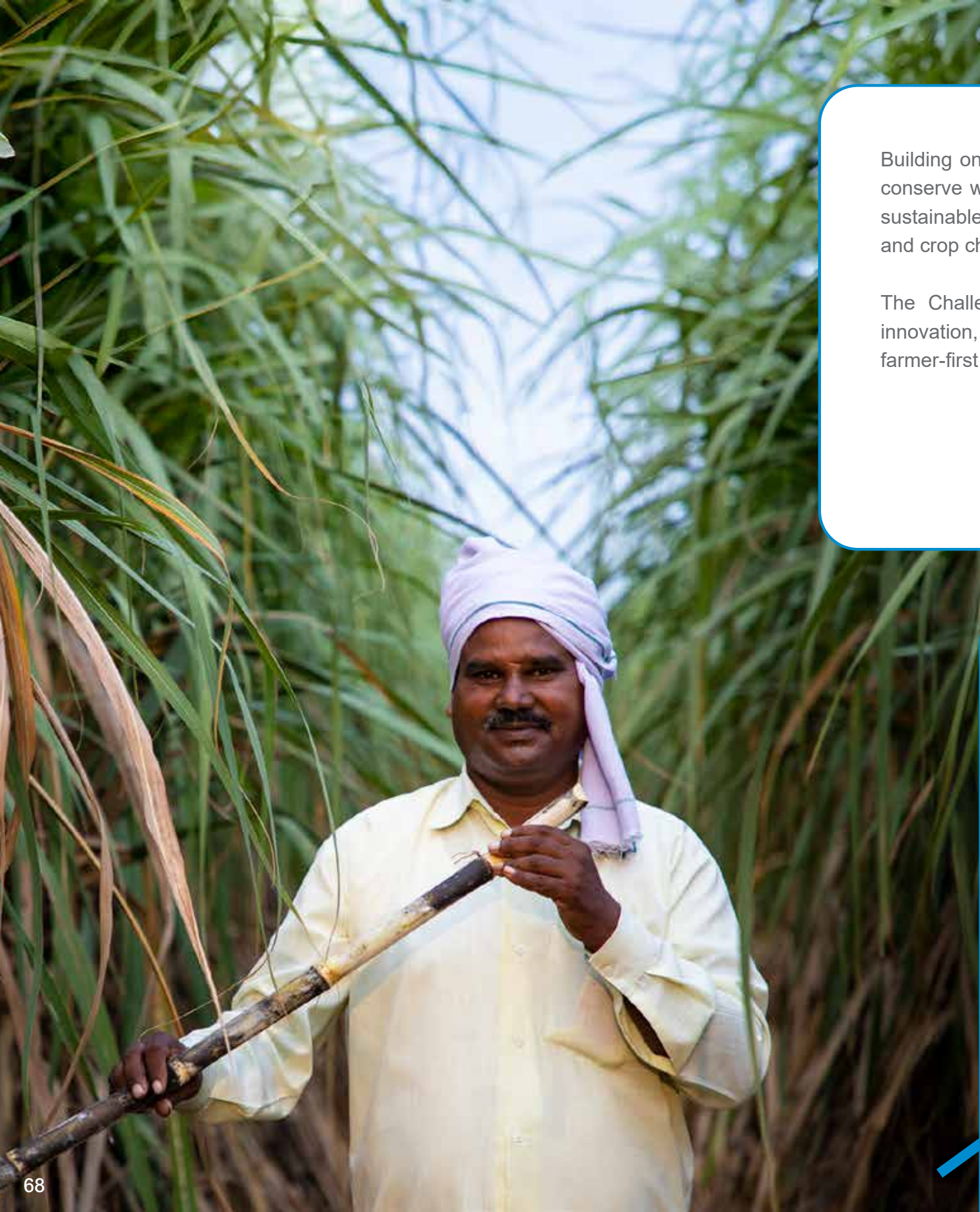
DCM Shriram AgWater Challenge: Journey of Innovation for Water-Smart Agriculture In a bold move to reimagine water stewardship in Indian agriculture, DCM Shriram Foundation, in partnership with The/Nudge Prize and the Office of the Principal Scientific Adviser to the Government of India, launched the DCM Shriram AgWater Challenge in 2023. The mission: to spark tech-enabled, scalable innovations that enhance water use efficiency, farmer profitability, and agro-climatic resilience—particularly for smallholder farmers (SHFs) cultivating fine cereals and cash crops.

The challenge called upon AgTech innovators, researchers, and social enterprises to solve for:

- Minimum 60% improvement in cropping water-use efficiency (WUE)
- Minimum 40–50% increase in SHF profitability
- Delivery of tech at 10–20% of cultivation cost
- Demonstrated scalability across 5,000+ SHFs or hectares

Key Milestones in the Journey

Phase	Timeline	highlights
Design Phase	Feb - May 2023	Research, stakeholder consultation, and challenge framework
Launch Phase	June 20, 2023	National call for solutions issued
Selections	Sept 16, 2023	From 134 entries → Top 16 cohort via 3-stage filtration
Challenge Implementation	Oct 2023- Mar 2024	Cohort experiments, M&E, mentoring, proof of scalability
First Grants (₹ 60 lakh)	Mar 2024	For 3 breakthrough solutions
Grand Finale (₹ 2 Crores award)	Jul - Aug 2024	Winners selected based on scale readiness & impact



Building on the success of the DCM Shriram AgWater Challenge, it is clear that any meaningful effort to conserve water at scale must be deeply rooted in the realities of agriculture. Our experience shows that sustainable water use in farming requires navigating a complex interplay of factors—from weather patterns and crop choices to irrigation infrastructure, agronomic practices, electricity access, and beyond.

The Challenge also surfaced several promising AgTech and R&D-driven solutions that bring data, innovation, and precision to the heart of agricultural water use. It has reaffirmed that only an integrated, farmer-first approach can deliver long-term impact in water sustainability.

Ms Aman Pannu,

*Sr. Vice President - Corporate Communication & CSR
President - DCM Shriram Foundation*





Robust Selection Process

- 134 applications received nationwide
- 78 shortlisted, then narrowed to Top 45 → 26 → 16 through:
 - Product-SHF fit
 - Scalability and technological readiness
 - Impact and entrepreneurial capability
- Evaluated by 18-member ecosystem panel from investors, incubators, academia, and farmer networks along with third party Impact assessment agency - Ecocoiate.

Top Innovations Selected

1. **EF Polymer (Winner)** – Rajasthan Developed Fasal Amrit, a biodegradable polymer from fruit peels that retains water up to 100x its weight and slowly releases it to crops. Focused on dryland wheat farmers.
2. **CultYvate** – Karnataka IoT-based Alternate Wetting and Drying (AWD) system for paddy. Enabled real-time irrigation advisory, saving water, fertilizers, and energy.
3. **Arms4AI** – Delhi Geo-AI powered farm insights using satellite data to enhance water productivity for sugarcane.
4. **Oorja Solutions** – Delhi Offered pay-per-use solar irrigation services bundled with digital advisory-providing affordable, clean water access to smallholders.
5. **BharatRohan** – Haryana Hyperspectral imaging via drones to detect water stress and optimize irrigation in wheat.
6. **Agrirain** – Telangana Developed a movable hose-reel-based rain gun system, making mechanized irrigation accessible to clusters of small farms.
7. **Virenxia** – Delhi Provided a fully automated Climate Smart Agriculture digital stack, integrating soil health, bio-agri inputs, and irrigation optimization.

These interventions spanned various crops like sugarcane, paddy, cotton, wheat-each solution contributing to a multi-layered, tech-first ecosystem for SHFs.

Enablers of Scale and Impact

- Mentor-in-Residence model: Ongoing technical, business, and field strategy guidance
- Measurement & Evaluation (M&E): Third-party impact audits
- Capital Access: Seed grants (₹ 60 Lakh) and a final ₹ 2.25 Crores prize to unlock Series-A scaling
- Platform-based Outreach: Digital tools and field pilots for visibility and farmer trust

The final winners of the DCM Shriram Agwater Challenge were EF Polymer (winner) offering biodegradable water-retaining granules and CultYvate (special mention) enabling real-time irrigation advisory through IoT.

Conclusion: From Innovation to Ecosystem Transformation

The DCM Shriram AgWater Challenge has done more than incubate startups-it has seeded a new narrative for water-smart agriculture rooted in collaboration, capital, and community. As the top performers prepare to scale their solutions post 2024, the challenge has already laid the foundation for a livelihood-centered water strategy for India's most vulnerable farmers. This journey reflects the Foundation's catalytic role in using CSR not merely for compliance, but as a lever for systemic change-ensuring that every drop of water delivers prosperity.

Upjau Mati Pariyojana (Healthy Soil Campaign)

A flagship initiative of DCM Shriram Foundation, the Upjau Mati Pariyojana focuses on revitalizing soil health through sustainable practices such as composting and organic soil enhancement. Implemented across 420 villages in Hardoi and Lakhimpur Kheri districts, the program leverages mobile soil health vans to test and analyze key soil parameters at the farm level.

- 6,750 lead farmers trained across 420 villages with each mentoring 10 additional farmers
- Use of mobile soil health vans for field-level soil testing and customised crop advisory
- Promotion of aerobic composting using farm waste, improving soil organic matter and reducing chemical dependency

Krishi Udyam Pariyojana (Agri-Entrepreneurship Program)

This initiative seeks to convert progressive farmers into agri-entrepreneurs capable of delivering mechanized services to the wider farming community. In districts where farm mechanization lags behind national averages, the program trains rural youth and farmers to run agri-service enterprises along with allied activities and a focus on better access to government schemes/subsidy to agri mechanization.

- 206 Agripreneurs trained to deliver mechanisation services and allied
- 898 machines deployed, logging over 2.13 lakh hours of usage
- ₹ 15.9 Crores revenue generated from equipment rentals and ₹ 4.88 Crores from haulage services
- ₹ 8.20 Crores in total subsidies unlocked for solar pumps and machinery
- Outreach to over 1.72 lakh farmers through service delivery and demonstration

The program not only enhances agricultural productivity but transforms farmers into agri-business leaders, contributing to rural economy diversification.

Employee Engagement – WeVolunteer

Beyond project implementation, DCM Shriram believes in nurturing a culture of empathy through WeVolunteer, its employee volunteering program. Employees engage in creating IEC, plantation drives, and mentoring activities, contributing not just time but building trust with local communities.

CUSTOMER ENGAGEMENT

We are steadfast with our customers by providing them with consistently high-quality products, excellent service, and supply security, we aim to cultivate and maintain open, trusting relationships with all stakeholders.

We aim to establish enduring relationships with our customers in order for both our and their businesses to thrive. Our clients must be aware of the stringent processes and procedures we employ in order to respond to their feedback as swiftly as feasible. Before compiling a comprehensive report, scientists from our technology centres evaluate any product-related issues that come to our attention. Before responding to a customer's dissatisfaction with our products, sales, or supply chain, we thoroughly investigate all complaints. We respond promptly and acknowledge receipt of the concern raised by customers, but we thoroughly review the matter before making a final response.

Employees from our Quality and Technical teams, plants, lab services, and customer services teams collaborate on the process. We attempt to respond to every customer complaint in a targeted and timely manner

Customer Relationships

Customer centricity is one of DCM Shriram's Core Values. We place special emphasis on listening to our customers and strive to establish long-term relationships as part of this. Through innovative solutions, DCM Shriram strives to support customers sustainability effectively and efficiently. The customer is one of the most significant stakeholders in the business, As a result, we adopt a strategy to ensure complete customer satisfaction.

Product information and labeling receive a lot of attention as part of our focus on customer centricity. We maintain Material Safety Data Sheets (MSDSs) per current standards and adhere to global standards for labeling practises: At DCM Shriram, some of the best practises are as follows

- As a responsible Company, we ensure that customers are provided with product information on the product label, which includes information regarding safe handling and usage instructions.
- Additionally, we have adhered to the REACH (Registration, Evaluation, Authorization, and Restriction of Chemicals) regulations of the European Union. Following REACH regulations, we have registered Sodium Hydroxide and Aluminum Chloride.
- A Safety Data Sheet (SDS) has been created and is being distributed to the appropriate customers to help them comprehend the potential risk posed by their use.

We are a Company that cares about its customers. We consistently draw in customers to address their issues of significant worth-added items and guarantee responsive administrations. We also make use of digital platforms to make it easy for them to connect with us. Drives like meets with senior pioneers and joint business Improvement plans are embraced to cooperatively develop organisations. We made efforts to address concerns raised by customers through a variety of feedback mechanisms, resulting in a significant improvement in customer satisfaction. These efforts also help ensure a higher retention rate and maximize customer satisfaction. The Company prioritizes customer awareness and diligently ensures compliance with product and service information and labeling. We have

successfully maintained a zero-incident status on non-compliance concerning product and service information, labeling, and marketing communication.

INFORMATION SECURITY

In an era defined by rapid technological advancement, our commitment to cyber security remains unwavering. At DCM Shriram, we recognize the critical importance of safeguarding our digital assets against evolving cyber threats, ensuring the integrity, confidentiality, and availability of our data.

The Company has effective governance for information security management. The Group Chief Information Security Officer (CISO) ensures the effectiveness of the existing systems and reports to Group Chief Information Officer (CIO) for any grievances related to the subject. The Risk Committee at the Board Level oversees the information security related risks as it is covered under the formal Enterprise Risk Management (ERM) process. Some of the key initiatives undertaken by information security team has been mentioned below:

Our Initiatives

Comprehensive Cyber Security Framework: We have implemented a robust cyber security framework encompassing industry-leading practices and standards including ISO 27001 to mitigate risks effectively. We are also preparing our IT operations to get ISO 27001 certified in the near future.

Continuous Monitoring and Threat Intelligence: Our nextgen Security Operation Center (SOC) does continuous monitoring of our networks and systems, leveraging advanced threat intelligence tools to identify and respond to potential security incidents promptly.

Employee Training and Awareness: We prioritize employee training and awareness programs to foster a culture of cyber security consciousness across the organization. Regular training sessions and simulated phishing exercises empower our employees to recognize and mitigate cyber threats proactively. Partnerships and Consulting: We collaborate with leading cyber security organizations and hold relevant discussions to ensure we are in line with industry standards and best practices.

Achievements:

Zero Data Breach Incidents: Through our proactive approach and stringent security measures, we have successfully maintained a record of zero data breach incidents, safeguarding sensitive information and maintaining trust with our key stakeholders.

Enhanced Incident Response Capabilities: Our investment in advanced incident response capabilities has enabled us to detect and respond to security incidents swiftly, minimizing potential impact and ensuring business continuity.

Future Directions

As we look to the future, DCM Shriram remains steadfast in our commitment to cyber security excellence. We will continue to invest in cutting-edge technologies, strengthen our partnerships, and enhance our employee training programs to stay ahead of emerging cyber threats.

At DCM Shriram, safeguarding our digital assets is not just a priority-it's an integral part of our commitment to sustainability and responsible business practices.

SUPPLY CHAIN MANAGEMENT

The supply chain strategy of DCM Shriram relies heavily on synergy with value chain participants who follow sustainable business practises. Wherever feasible, local procurement is prioritised as it encourages reducing the environmental footprint and generates local employment.

Our aim is to source environmentally friendly products and services that offer the finest combination of features in terms of value, performance, delivery, and technology. Our suppliers are crucial to our growth across the board and serve as partners in our success. In keeping with our vision and strategy, we want to make collective efforts to strengthen their capacities on environmental, social, and economic fronts in order to establish a shared value chain for all of our stakeholders.





Monitoring & Engagement

DCM Shriram regularly monitors the performance of its suppliers, ensuring their compliance with applicable laws, regulations and corporate rules through compliance monitoring. Our long-term plan aims to strengthen the fundamental aspects of our supply chain, enabling us to achieve company sustainability in the face of changing physical and transitional risks.



Procurement

To establish a sustainable supply chain, we engage in partnerships with vendors whose products and services align with our core principles and rigorous standards. In line with our SoPs and guidelines on anti-corruption and anti-bribery, the company maintains an ethical and transparent procurement process. We exclusively collaborate with value chain partners who go above and beyond on upholding labour laws, no child labour, no forced labour, operational safety, fair wages, working conditions, and other human rights issues. DCM Shriram strives to uphold effective procurement practises that adhere to the principles of good governance.



Suppliers

DCM Shriram prioritises local suppliers and Micro, Small, and Medium Enterprises (MSMEs) to address procurement needs in production processes. Additionally, the company extensively relies on regional suppliers for plant maintenance and operations. Specifically, for regular supply items like Aluminium Chloride packing Totebins, which constitute approximately 2% the materials dispatched. The Fenesta sector's unit, in particular, sources around 70% of its supplies from local vendors.



Succession Planning

When engaging with new suppliers, we provide them with an overview of the company's expectations for suppliers and contractors in all procurement interactions. Our contract agreements clearly define provisions related to environmental, health and safety (EHS), environmental management, labour standards, and social responsibility.

DCM Shriram places great emphasis on collaboration with value chain stakeholders who uphold sustainability best practises in their operations. Whenever possible, the company prioritises locally available and India-based suppliers, aiming to generate revenue and employment within the ecosystem while promoting indigenous entrepreneurship and reducing the environmental impact. Procuring sustainable goods and services that offer the best combination of price, quality, delivery and technology is a key objective.

The integrity and dependability of our supply chain are the most fundamental requirements. To help our employees, business partners, and suppliers meet our standards, we have established solid internal standards and principles. Vendors, service providers, consultants, contractors, distributors, and agents are among our diverse business partners.

We are committed to corporate responsibility and hold ourselves accountable. We work to ensure that the materials used in our products are sourced ethically, and we expect our global supply chain partners to do the same. We expect our current and future suppliers to follow fundamental guidelines of social and

environmental responsibility that are compliant with local law and consistent with international standards. In addition, we request that our suppliers adhere to these guidelines and communicate them to their suppliers.

As part of its long-term strategy, DCM Shriram aims to strengthen key members of its supply chain, enabling the company to foster business sustainability amidst changing physical and transitional risks. New suppliers are educated on the company's expectations and are provided with a summary of the requirements in all procurement dealings. Contract agreements incorporate clauses related to Environment, Health and Safety (EHS), environment management, labour standards and Human Rights, further reinforcing DCM Shriram's commitment to sustainable practises throughout its supply chain.



Vocal for Local - Sustainable Society and Environment

DCM Shriram Ltd. follows a business philosophy that emphasizes local opportunities, local products, and the upliftment of local communities. We believe that supporting local communities not only benefits them but also contributes to environmental sustainability in our business practises.

We prioritise procuring raw materials and services from local and small producers. In our sugar business, we actively engage with farmers to source sugarcane, the key raw material for sugar production. We undertake various initiatives to support cane development, including providing free training to farmers, promoting the use of new agricultural technologies, educating farmers on increasing yields, and supplying quality seeds, bio-pesticides and bio-manure at subsidized rates to improve soil fertility. We also work towards developing regional micro-entrepreneurs who offer

customized services to farmers, such as field preparation and crop transportation.

For the transportation of ethanol to our customers, the Oil Marketing Companies (OMC), we outsource the logistics to local players, thereby supporting small local businesses. In our cement business, we source low-grade mineral limestone from nearby villages and upgrade its quality using calcium hydroxide sludge. We regularly conduct vendor development programmes to promote the skills and development of local contractors and service providers through training and community development initiatives. Across our sites, we strive to source engineering components and consumables locally from authorised distributors and dealers. We follow standardised and negotiated terms and conditions while procuring these items. By embracing a "go local" approach, we not only support local economies but also contribute to sustainability and community development in our business operations.

EDUCATE

Make suppliers aware of the frame work requirement by communicating it. According to the Level 1 questionnaire, suppliers are expected to consent to following the framework and self-declare their ESG performance.

EVOLVE

Engage in collaborative projects and exchange technical expertise to drive positive improvements in key performance indicators (KPIs). Publicly disclose performance metrics in alignment with relevant national and international standards, including DCM Shriram's framework.

EVALUATE

Implement a strong external auditing mechanism to evaluate risks and monitor performance in critical focus areas based on self- declarations provided in Level 1.

Suppliers are seen as partners in the company's success and contribute significantly to its growth across all endeavors. Aligning with the company's vision and strategy, efforts are made to enhance the capacities of suppliers in environmental, social and economic aspects, creating a shared value chain for all stakeholders.

Human Capital

Unleashing the Power of Our People

At DCM Shriram, our culture is rooted in a robust framework of ethical values known as The DCM Shriram Way. This framework embodies integrity and motivation, inspiring our workforce and creating a culture of accountability and performance. Our commitment extends to empowering our go-getters with opportunities for personal and professional growth, equipping them to positively impact lives worldwide. The success of our business relies on our ability to attract, grow, and retain diverse talent that reflects and understands the myriad perspectives of our stakeholders. We nurture an inclusive culture that fosters belonging, fuels curiosity, and drives long-term performance.



Short/medium-term priorities

- Strengthen DEI and Talent Development
- Foster Employee Well-Being and Safety
- Leadership Pipeline Development
- Develop and execute customized career growth plans
- Broaden access to AI-driven learning platforms
- Strengthen Recognition and Rewards Framework

Long-term priorities

- Establish a workforce adept in future-ready skills
- Establish DCM Shriram as a zero-incident organization

We always start with the WHY?

At the heart of our human capital approach, we aspire to hire, develop and retain the best talent to meet the business needs of the future. We believe in developing people who will develop and take our business to newer heights.

This WHY fuels our passion and commitment to make DCM Shriram an employer of choice.



Creating a Fair and Inclusive Workplace

Guided by global standards, we aim to cultivate a fair, equitable, and inclusive work environment where employees feel valued and supported. We empower individuals to reach their full potential while fostering mutual care and well-being within our workforce.

Fostering Diversity, Equity and Inclusion (DEI)

At DCM Shriram, we are committed to cultivating a work environment where every employee feels a sense of belonging. We firmly believe that fostering inclusivity not only upholds our core values but also drives innovation and enhances understanding of the diverse perspectives of our customers, stakeholders, and communities. To reinforce this commitment, we have embedded Diversity, Equity, and Inclusion (DEI) principles into our managerial objectives, including those of the Group Executive Committee. These principles are further integrated into our internal policies and Code of Ethics, ensuring accountability and alignment across the organization. Our DEI vision, encapsulated in the "We are Inclusive, Diverse and Equitable" (WIDE) initiative, seeks to create a thriving workplace where every individual is respected, valued, and empowered. By embracing diverse perspectives, ideas, and experiences, regardless of gender, background, or other characteristics, we aim to build a sustainable future for our business. Each business unit has proactively established a Business DEI Council, supported by a Group DEI Council that provides oversight, guidance, and quarterly reviews of progress.

To achieve long-term organizational success, DCM Shriram’s WIDE initiative focuses on creating an inclusive and equitable workplace. By welcoming diverse perspectives and experiences, we aim to foster innovation, drive business growth, and promote a culture where everyone feels valued and empowered. This initiative is a cornerstone of our vision for a sustainable, forward-thinking organization.

Four Pillars of DEI Strategy

Recruitment- We are committed to attracting and retaining diverse talent through inclusive hiring practices. Hiring managers undergo extensive workshops to identify and address biases, and specific roles are allocated for diverse candidates. Collaboration with DEI hiring experts, along with campus programs, widens our talent pool. Key metrics such as hiring costs and internal job postings are closely monitored to ensure transparency and efficiency.

Retention- Creating an environment where every individual thrives is essential. We conduct gender sensitization sessions for leaders and their teams, enforce safety guidelines, and provide after-hours travel support to enhance employee well-being. Current policies are continuously reviewed and updated to foster a respectful and supportive workplace.

Rising- Our commitment to talent development includes initiatives like the Women Development Forum and She-Leads, launched on International Women’s Day 2024. These programs actively support the growth and advancement of our team members, ensuring their professional development remains a top priority.

Reinforcing- Communication is key to sustaining DEI initiatives. Regular check-ins with women employees ensure their voices are heard, while transparent updates on DEI progress foster a sense of accountability and ownership across the organization.

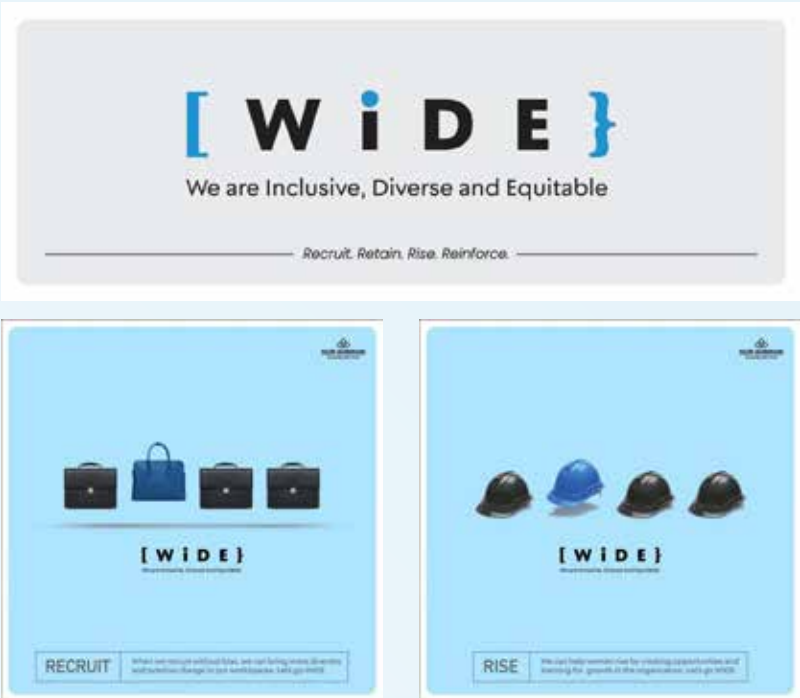
We are also hiring differently abled employees to reinforce our commitment to diversity beyond just gender.

Promote Diversity

We believe that a diverse team offers us a wealth of expertise, skills, experience, competencies and more. They bring forth new perspectives and experiences that ignite innovative solutions, contributing to business growth and sustainable value creation.

Our policies care for the physical, emotional and financial well-being of employees. We also provide for our women team members flexible working mode after maternity leaves, ensuring that they get adequate time to nurture the newborn.

Gender pay parity is a core aspect of our DEI strategy, and we maintain equal pay for equal work. We are committed to the continuous monitoring of equal pay data and are taking proactive measures to ensure fair and unbiased pay practices.





[W i D E]

We are Inclusive, Diverse and Equitable

Respect. Retain. Rise. Reimagine.

**Our All-Women Caustic Soda Flaker Plant at
our Manufacturing site in Jhaghadia, Bharuch**



We have well defined talent and learning strategy based on 3 pillars of Organization, Culture and People.

Talent Attraction

At DCM Shriram, we strive to build a future-ready organization by empowering our people to sustainably execute our strategies. We prioritize attracting individuals whose expertise resonates with our core values and principles.

Our recruitment process is transparent, focusing on evaluating candidates' skills and experience against the role's requirements. A clearly defined recruitment policy and wage structure ensure effective communication and collaboration.

Partner Institutions



Campuses with high MT retention

Campuses with high MT attrition

Early in career (EIC)

Through a strengthened campus recruitment program, we engage top talent from premier institutions, placing them in diverse roles across our functions. This supports our vision of fostering both personal and professional growth among employees. The Early in Career (EIC) program underscores our commitment to nurturing fresh talent. This program recruits top graduates, offering structured learning, role rotations, and hands-on training to provide a holistic understanding of the business. EIC participants are placed in impactful roles, utilizing their skills to drive operational excellence and strategic objectives. The EIC programs includes Management trainees (MT's) and also our technical trainees i.e. Graduate engineer trainees (GET's) and Technical Management trainees (TMT's). This pool provides the talent pipeline for our future leaders.

Talent Development

Our Talent Development Framework outlined here is designed to identify, nurture, and retain individuals with the potential to drive systemic change within the organization. It incorporates a comprehensive approach consisting of several developmental programs catering to all levels of employees across business and functions.

Talent Management

Our robust Organization and Leadership Process (OLP) builds a strong leadership pipeline. Our OLP process is robust and is focussed on performance and potential assessment, identifying our STAR talent, developing a healthy pipeline of successors through various interventions customised as per talent needs.

Individual Development Plans (IDPs) are crafted for identified successors, enabling focused growth under the guidance of our Talent Council, comprising senior leadership. Employees are encouraged to pursue development journeys supported by managers, business leaders, and HR teams.

Building Future Leaders through OLP

Succession planning is essential for ensuring sustained growth and resilience at DCM Shriram. We employ a thorough talent mapping and succession process to identify key roles requiring immediate attention, building a strong pipeline of future leaders. This approach enables us to proactively address critical positions through potential external hires while cultivating a culture of continuous growth and development.

OLP is the process to build a healthy talent pipeline to mitigate business risks and ensure a long-term business robustness through constant talent supply



Talent & Learning strategy

Effective Organization built on capable, inspired and future-ready leaders

Organization

- Creating effective and future-ready businesses
- OD interventions and redesign organizations for growth
 - Change management for continuous agility
 - Sustainable structures and culture

Culture

- Employees aligned with I ACT ON that helps to win & create an inspired workforce
- Engaged and inspired employees
 - who live I ACT ON through behaviors
 - Employee value proposition to attract, retain and develop employees
 - Deploy new ways of working and digital spirit across the organization

People

- Future ready employees and leadership
- Focused interventions to build future ready employees/leaders: Continuous learning
 - Create and enable an agile/futuristic performance management based on continuous feedback
 - Execution of OLP and continually up the game on succession
 - Build HR and functional capability
 - Early in career: Create and deploy the Kota talent incubator plan

GRI 401-1

Headcount (Band and Gender Wise)	Female	Male	Grand Total
FTE & Retainee	3	51	54
Junior Management	173	2,330	2,503
Middle Management	57	1,075	1,132
Permanent worker	16	2,461	2,477
Senior Management	4	85	89
Grand Total	253	6,002	6,255

Attrition (Band and Gender Wise)	Female	Male	Grand Total
FTE & Retainee	1	62	63
Junior Management	50	404	454
Middle Management	4	143	147
Permanent worker	1	212	213
Senior Management	1	16	17
Grand Total	57	837	894

New Joinee (Band and Gender Wise)	Female	Male	Grand Total
FTE & Retainee	1	22	23
Junior Management	87	606	693
Middle Management	12	102	114
Permanent worker	6	277	283
Senior Management	1	8	9
Grand Total	107	1,015	1,122

Headcount (Age and Gender Wise)	Female	Male	Grand Total
30 upto 50	102	3,492	3,594
Above 50	18	1,146	1,164
Below 30	133	1,364	1,497
Grand Total	253	6,002	6,255

Attrition (Age and Gender Wise)	Female	Male	Grand Total
30 upto 50	23	405	428
Above 50	1	135	136
Below 30	33	297	330
Grand Total	57	837	894

New Joinee (Age and Gender Wise)	Female	Male	Grand Total
30 upto 50	25	431	456
Above 50	1	20	21
Below 30	81	564	645
Grand Total	107	1,015	1,122

Learning and Development: A Futuristic and holistic approach

We understand that building a future-ready workforce requires diverse and comprehensive skill sets. Therefore, we prioritize the training and development of our employees, offering programs that address essential business, personal, and professional competencies. To prepare our workforce for emerging challenges, we emphasize skill enhancement through function-specific and leadership training. Employees have access to a suite of personal and professional development programs, including e-learning platforms for self-paced learning, project-based growth, and mentoring opportunities. we emphasize the importance of continuous learning and development to advance our employees' skills and support their career growth. Our training programs are carefully designed to equip employees for both current and future roles, aligning with our goal of creating long-term value for them. The Company had spent around ₹16000 per FTE during FY24-25. The Company regularly monitors key KPIs related to the hiring including the average hiring cost which was ₹29,740 per employee and positions filled with internal job posting which was around 16% during the FY 24-25.

At DCM Shriram, we have cultivated a culture of learning, innovation, and collaboration by offering exceptional training and development support to our employees. These initiatives not only enhance capabilities but also help employees realize their full potential. Through on-the-job assignments and a supportive environment, we emphasize experiential learning opportunities.

Our well-structured annual training plan aligns with our organizational values. We have a plethora of structured programs catering to all levels of employee development and across the group both for business and function.

ELDP: Emerging leader's development program: First time managers

LDP: Leadership development programs for seasoned leaders

ALDP: Advanced leaders development programs for top leaders

OYD: Own your development series for Early in career employees

ACT: Accelerating change together for senior new hires

PMF: People manager forums for discussing key topics of importance

HRDF: Human resources development forum

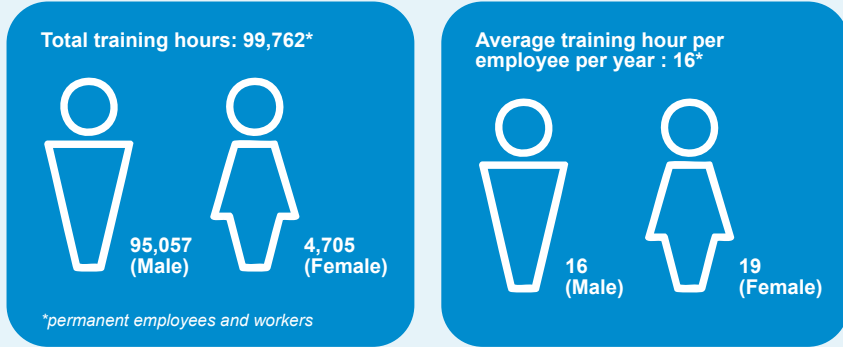
In addition, we have a host of technical and functional programs



Own your development: Management Trainee-Track Employees

To prepare the next generation of leaders, our Management Trainee (MT) program emphasizes stakeholder management and leadership. Recent work-shops highlighted critical skills such as communication and strategic decision-making, fostering future leaders who are agile and responsive to organizational goals. Our Management Trainee-track employees recently took part in a “Stakeholder Management” workshop, conducted by Ms. Maheshwari Jani from Mindskillz.

DCM Shriram Permanent Employees Training Hours In 2024-2025



Leadership Development

Our human resource strategies are crafted to attract top talent and deliver focused training aimed at bridging skill gaps while preparing individuals for future leadership responsibilities. A structured leadership and technical framework is enabling us to enhance leadership capabilities and foster a culture of continuous growth and development.



Advanced Leadership Development Program (ALDP)



The Advanced Leadership Development Program (ALDP) is a flagship initiative designed to enhance the leadership capabilities of senior executives. ALDP involves immersive learning experiences aimed at fostering innovation, strategic thinking, and addressing industry challenges. In FY 2025, the program expanded to include a partnership with ISB Executive Education in Hyderabad. This collaboration provides senior leaders with cutting-edge skills and perspectives necessary for driving organizational growth and transformation. The ISB campus immersion sessions incorporate interactions with esteemed faculty, focusing on economics, leadership, and operations management, further solidifying participants' ability to navigate complex business environments. The ALDP program has been rechristened to RISE in FY25-26.

Our Offerings for Capability Development

Leadership Development



Preparing Senior Leadership for the next phase of growth and enhancing Digital, Strategic, andprise value creators



Leadership discovery for result oriented performance: Elevate the leadership capabilities of tenured leaders and enable them to drive powerful results in their teams



Develop first-time people managers & provide skills and knowledge required to be effective leaders in their roles



Make our Management Trainees (MTs) future-ready



Foster leadership integration and promote culture assimilation of senior leaders



Build capabilities in the HR team to be a more strategic business partner and a culture champion



Forum for managers (HOD & HOS), to discuss & learn leadership behaviors, and build a culture of "Lead by Example



Promoting seamless transition of our senior leaders to new roles and ensuring early productivity

Our other internal programs to support development

Sr. No. Course / Subject

- 1 Situational leadership
- 2 Influencing without authority
- 3 Managing Conflict
- 4 Pitching for High Impact
- 5 New Manager Curriculum
- 6 Managing change and transition
- 7 Art of Giving & Receiving Feedback
- 8 Building a Trusting Environment
- 9 Diversity Management
- 10 Working with different Personalities (DISC)
- 11 Brand Called You: Building your brand and Networking
- 12 Emotional Intelligence and assessments with coaching
- 13 Art of story telling



Upskilling and Reskilling

Our Supervisory Skill Development Program equips frontline supervisors with the management skills needed to ensure operational excellence. Tailored programs for first-time managers help them unlock their leadership potential early in their careers.

We also offer role-specific training to enhance employees' functional expertise, complemented by behavioral training to build adaptability in a dynamic work environment. For positions like Product Leaders and Project Managers, we have established a dedicated assessment center. This center leverages group exercises, presentations, exams, and psychometric tests for a comprehensive evaluation of candidates' competencies.

Digital Learning Platforms: Cornerstone On Demand (CSOD) cornerstone

We leverage innovative digital platforms to streamline skill development and integration. By incorporating gamification into our learning modules, we ensure active engagement and healthy competition among employees. Leaderboards are used to track progress and motivate continuous improvement. These digital tools foster a strong culture of learning and provide robust support within the organization.

Professional Growth
and Employee Empowerment

We promote employee growth through mentorship and strategic projects, fostering learning alongside senior leadership. Our remuneration strategy aligns with performance, market trends, and long-term goals, recognizing contributions and promoting loyalty. We also support role transitions aligned with aspirations and organizational priorities. Regular structural audits help us adapt to evolving business dynamics and integrate global best practices, fostering an inclusive and high-performance workplace. 360-degree feedback is conducted on a case-by-case basis for employees at specific levels and with demonstrated performance potential.



Employee wellness and engagement

We have partnered with Silver Oak to provide our Employee Wellbeing Assistance Program (EWAP). This initiative was carefully designed to support not only our employees but also their families, ensuring holistic care across various facets of their lives.

Through this collaboration, we aim to offer a safe and confidential platform where individuals can seek professional assistance for a wide range of needs. From stress management and mental health support to practical resources for diet, nutrition, and work-life balance, Silver Oak’s comprehensive services empower our workforce to thrive both personally and professionally.

It also features various resources such as assessments, yoga tutorials to promote physical and mental rejuvenation, alongside a wide array of additional resources tailored to address diverse needs, all available free of charge. By investing in initiatives like EWAP, we reaffirm our commitment to fostering a workplace culture that prioritizes well-being and resilience. Together with Silver Oak, we continue to strive for a healthier, happier workforce.

We prioritize employee wellness with a bouquet of initiatives that include health check-ups, medical support and emotional well-being services. This approach has enabled early detection and intervention for both physical and emotional well-being of employees and their family members, ensuring a supportive and healthy workplace. In addition, the recent introduction of several new policies, focused on offering flexible working hours, improving talent retention and providing comprehensive benefits packages, reflect the Company’s commitment to employee well-being.

Regular meetings and townhalls to build engagement

At DCM Shriram, our well-defined employee framework, reflecting our foundational values, helps curate a meaningful work culture for our employees. Built on attributes of transparency, accountability, recognition and well-being, the framework keeps the employees engaged and motivated at work.

Townhall meetings and other employee engagement initiatives play a crucial role in building a connected and motivated workforce. These programs reflect our dedication to open communication, collaboration, and inclusivity, strengthening our overall people strategy. Townhalls enable leaders to engage directly with employees, reinforcing their role in guiding teams, eliminating obstacles, and driving impactful outcomes. Leadership forums and Q&A sessions during these meetings foster transparency, build trust, and create opportunities to address employee concerns, enhance well-being, and nurture a sense of community.

Cultural events, team-building activities, and feedback sessions further contribute to a supportive and inclusive workplace. They serve as essential moments to reinforce organizational values, cultivate a sense of belonging, and ensure every employee feels heard, valued, and aligned with the company’s vision. Through these initiatives, we encourage employees to share their ideas, provide feedback, and stay connected to the company’s strategic goals. This fosters collaboration, agility, and a culture of accountability and innovation. Additionally, these platforms help communicate organizational objectives, celebrate milestones, and recognize outstanding contributions, aligning closely with our performance management approach to ensure employees feel appreciated and understand how their efforts drive the company’s success.



Human Rights

At DCM Shriram, we uphold our commitment to human rights principles of United Nations Global Compact (UNGC). We understand the importance of globally recognised human rights standards and have been embedding these principles into our operations. To ensure awareness and understanding among all employees, including off-roll staff, we conduct sessions covering various topics such as Benefits awareness, Safety protocols, Environmental consciousness, Prevention of Sexual Harassment (POSH), Human Rights and Code of Ethical Compact.

We have several policies in place aimed at safeguarding human rights within our organisation. These include policies addressing the prohibition of Child Labour, Grievance Redressal, Workplace (non) Discrimination and Equal Employment Opportunities.

These policies are readily accessible to all employees through our company's intranet portal, ensuring transparency and accountability in upholding human rights throughout our business practices. We encourage freedom of association, expression and collective bargaining and our employees are free to join/ form or refrain from joining/ forming employee collectives without fear of retaliation or harassment.

In FY 2025, we conducted an internal assessment of our manufacturing and R&D facilities to identify potential human rights gaps and risks, aligning with the SA8000:2014 standard, as well as to evaluate our readiness for accreditation.

The Company respects the rights of indigenous people and our CSR Team works with our communities and local bodies to support the indigenous people of the area. There was no incident of violations involving rights of indigenous people during the reporting year

100%

Employees trained on Code of Conduct

90%

Employees trained on Workplace Safety

100%

Employees trained on POSH

100%

Employees trained on Human Rights



Human Capital Return on Investment (HCROI)

Investing in employee development, safety and well-being fosters a skilled workforce. Despite several variables that may impact the outcome of people initiatives, the cumulative benefit will flow-in over time. The specific benefits include increased productivity from greater engagement and improved safety and well-being metrics. During FY2023-24 the Employee Satisfaction Survey was 97% (carried out once in two years). The Company is considering implementation of real time employee engagement survey during FY25-26.

DCM Shriram Ltd. applies the principles of Human Capital Return on Investment (HCROI) to both assessing existing people initiatives, as well as making new people- based decisions.



At DCM Shriram, fostering an inclusive workplace isn't just a policy-it's a commitment we live every day. Our DEI strategy, WIDE-We are Inclusive, Diverse & Equitable-is built on four pillars: Retention, Rising, Recruiting, and Reinforcing. While we embrace all aspects of diversity, we are currently sharpening our focus on advancing gender diversity across the organization. Every policy, every process is being designed with inclusion at its core. We are also ensuring that our workplace accommodates diverse needs and remains accessible to every employee-because inclusion is not optional, it's essential.

Mr. Sandeep Girotra,
Executive Director & Group Chief
Human Resource Officer



Benefits provided to permanent employees

100% Life insurance
70% Healthcare

0

Cases of Discrimination

100%

Code of Conduct Compliance

97%

Employee Satisfaction Net Promoter Score (NPS)

1.72

Human Capital Return on Investment (HCROI)

OCCUPATIONAL HEALTH & SAFETY

Management of Occupational Health & Safety (OHS) issues is extremely important for the company's overall corporate strategy. We provide necessary support and encouragement to our employees to abide by safety protocols and standards.

We are pacing towards management of all our operations in an exemplary manner such as targeting Zero Accidents, so that we not only conform to Health, Safety and Environment mandate but also establish a benchmark in going above and beyond the statutory compliances and pertinent standards.

We follow strict adherence to the policies and procedures for ensuring the health and safety of our employees. We have an established EHS function at all sites that facilitates implementation of all policies and protocols effectively. During the year, we have implemented ISO 14001 and Occupational Health and Safety standard ISO 45001 at our Bioseed site.

During the year, we maintained our existing integrated management system to ensure EHS risks are well mitigated. We firmly believe that safety has to be deeply embedded as an integral part of all the line management functions rather than being the sole domain of the safety function.

The Corporate EHS team monitors the safety performance of all locations. The safety performance is measured for leading and lagging indicators. Each location has a safety committee which has been constituted as per the Factories Act/rules. Regular meetings of the safety committee include representation of plant's senior management. Monthly departmental safety committees are also conducted at various sites to ensure participation of work force in our safety management practices. Adequate trainings are imparted to all the employees to motivate participation and achieve excellence in all aspects of safety.

Business Heads are responsible for OHS performance of the respective businesses with site EHS Heads functionally supporting each business. Regular reviews at Business, Corporate and Board Level are conducted on regular basis.

Education is regularly emphasized for enhanced awareness among the operating teams. Throughout our company, various training and demonstration techniques are used to prevent any incidence of safety hazards. The fact that safety guidelines are displayed in our plants also raises staff awareness. Our lagging indicators are the Lost Day Rate (LDR) and the Lost Time Injury Frequency Rate (LTIFR).

With the objectives established, it is critical to have a system that can gather information from around the organisation, assist with knowledge management and guarantee that actions are delivered across units. An EHS MIS is in place to consolidate data on a monthly basis for all the manufacturing sites and share the learnings from various incidents reported to prevent the recurrence of such incidents by taking necessary corrective and preventive actions.

Management Systems

EHS Policy signed by Top Management covering all sites and Businesses
ISO 45001 (Occupational Health & Safety Management System) implemented at all sites

Responsible Care (RC) for major chemical products

5 Star Rating and Sword of Honour from British Safety Council for key manufacturing sites

Safety Goals & Targets

Safety Goals part of Unit Head, Business Head and Whole Time Director KRAs
Safety Performance review at site level, Business level and Board level on regular basis

Safety Reporting

Monthly MIS shared with Corporate for public reporting
Digital tools in pace for Behaviour Bases Safety (BBS) management

Internal / External audit of Safety performance

Safety performance disclosure in Sustainability Report, BRSR, CDP,EcoVadis, CSA S&P Global etc



The practice of standards and drills

Occupational Health and Safety standards ISO 45001 certification at all the sites.

Conducting frequent audits and mock drills to ensure compliance with standards.

Safety Management

Safety tours by senior leadership teams

Safety tool talks are conducted at all sites at regular intervals.

Each location has a safety committee that reviews safety performance regularly.

Monitoring

Departmental safety committee meetings are held on a monthly basis at various locations to ensure employee participation

All employees are provided with training on the required safety modules.

Reporting

During FY24-25, following were the lead indicators

- 12,597 Safety observations
- 113 EHS reviews and Committee meetings
- 77,203 hours of EHS training

Lagging indicators:

- Zero Fatality
- LTIFR: 0.10 incidents/ Mn work hours for Employees and Workers (including Contractual)
- 4 reportable incidents
- Zero Process Safety Incident (Tier 1 & Tier-2)



Occupational Health Services

To prevent occupational disease at the primary stage, employees' medical check-up is ensured at regular interval. We have Occupational Health Centres (OHCs) across all our manufacturing sites duly equipped with required facilities and experienced medical staff. These OHCs help employees to access quality medical care and wellness while at work. Specific hazard exposure based medical check-up is in place to identify the symptoms in the early stage and accordingly corrective and preventive actions implemented.

Promotion of worker health

Regular Health Talks on Dietetics and Nutrition are conducted for the employees, providing a comprehensive discussion on healthy living and dietary patterns in all the weathers. The talk also holds a session on Postural awareness at workplace, to educate the employees about preventative measures regarding the bodily impacts of wrong posture and continuous sitting. During the year, awareness sessions on CPR were organised at the Corporate office and also in Businesses Head Office at Gurgaon.

Regular wellness programs in partnership with external organisations are organized for the employees and contractual staff at various manufacturing sites. The program used cutting-edge non-invasive tech with testing that took 3-5 minutes requiring no blood/ urine samples and the results/wellness index were immediately shared. The employees/workers were even provided with diagnostic and consultation sessions and the reports or the health updates were received regularly via mail or WhatsApp.

With a target of zero accidents, Companywide drive on awareness on prevention of incidents/ accidents is carried out regularly at all levels to engage employees through their active participation.

The importance of professional health and safety education is regularly emphasised. Throughout our company, various training and demonstration techniques are used to prevent any incidence of safety hazards. Boost preparedness is intended to provide knowledge on security and well-being to our employees. The fact that safety guidelines are displayed in our plants also raises staff awareness. Our lagging indicators are the Lost Day Rate (LDR) and the Lost Time Injury Frequency Rate (LTIFR).

An EHS MIS is in place to consolidate data on a monthly basis for all the manufacturing sites and share the learnings from various incidents reported to prevent the recurrence of such incidents by taking necessary corrective and preventive actions.

Training on occupational health and safety

Employee health and safety are always top priorities for our organization. We encourage continuous learning and skill development among our employees, with training needs identified through collaboration between employees,

line managers, and the HR function. Our permanent employees, including women and those with disabilities, undergo training during induction and periodically through classroom or web-based modules to upgrade their skills. We also organize special courses as needed. Contractors are required to provide skill and safety training to their employees before assigning them to company projects. We provide safety training to contract workers when necessary, in addition to their induction training on safety. We are delivering targeted interventions and training to employees in order to improve competency, behaviour, and safety. We have employed Cross-Functional Teams (CFTs) and joint management personnel committees with active participation from top management and employees for site-level Occupational Health and Safety (OHS) concerns. We have carried out a few remarkable initiatives to advance safety culture among employees and workers including:

- Process Safety and Risk Management (PSRM) at manufacturing sites, on-the-ground boots, a safety plan at all sites, and a safety hour at the R&D centre
- Contractor employee certification for key trades
- Maintaining the ongoing safety improvement programs
- Putting PSRM into place at all locations-Using lead indicators via PSI to measure systematic improvements
- Strengthening training modules for key trades that are associated with high-risk activities
- Expanding the use of digitalisation, IoT and AI in safety management.

At our plants, we conduct safety assessments, evaluate plant conditions, and perform job safety analysis. We prioritise safety training in defensive driving, behaviour- based safety, first aid, and safety inspection protocols. Mock drills are regularly conducted to enhance employee awareness and emergency preparedness. All necessary safety procedures, material safety data sheets, and local emergency plans are available in the local language at each operating site.



ASSURANCE STATEMENT

Chartered Accountants
One International Center, Tower 3, 31st
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INDEPENDENT PRACTITIONER’S LIMITED ASSURANCE REPORT ON IDENTIFIED SUSTAINABILITY INFORMATION OF DCM SHRIRAM LIMITED

To the Board of Directors
of DCM SHRIRAM LIMITED

1. We have undertaken to perform limited assurance engagement, for **DCM SHRIRAM LIMITED** (the “Company”) vide our engagement letter dated December 17, 2024, in respect of the agreed Sustainability Information listed below (the “Identified Sustainability Information”) for the year ended March 31, 2025, in accordance with the Criteria stated in paragraph 3 below. This Sustainability Information is included in the Company’s Sustainability Report (the “SR” or the “Report”) for the year ended March 31, 2025. This engagement was conducted by a multidisciplinary team including assurance practitioners, environmental engineers and specialists.

2. Identified Sustainability Information

Our scope of limited assurance consists of the Sustainability Information listed in the Appendix I to this report. The reporting boundary of the Report is disclosed in the “Scope and Boundary” section in the Report with exceptions disclosed by way of note under respective questions of the respective disclosures, where applicable.

Our limited assurance engagement was with respect to the year ended March 31, 2025 information and we have not performed any procedures with respect to earlier periods included in the Report, and, therefore, do not express any conclusion thereon.

3. Criteria

The Criteria used by the Company to prepare the Identified Sustainability Information is with reference to GRI Sustainability Reporting Standards, issued by the Global Reporting Initiative (GRI) referred to as GRI Standards.

4. Management’s Responsibility

The Company’s management is responsible for selecting or establishing suitable criteria for preparing the Sustainability Information including the reporting boundary of the Report, taking into account applicable laws and regulations, if any, related to reporting on the Sustainability Information, identification of key aspects, engagement with stakeholders, content, preparation and presentation of the Identified Sustainability Information in accordance with the Criteria. This responsibility includes design, implementation and maintenance of internal controls relevant to the preparation of the Report and the measurement of Identified Sustainability Information, which is free from material misstatement, whether due to fraud or error.

5. Inherent limitations

The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between companies.



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6. Our Independence and Quality Control

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics issued by the Institute of Chartered Accountants of India (the “ICAI”) and have the required competencies and experience to conduct this assurance engagement.

We apply the Standard on Quality Control (“SQC”) 1, “Quality Control for Firms that Perform Audits and Reviews of Historical Financial Information, and Other Assurance and Related Services Engagements”, and accordingly maintain a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

7. Our Responsibility

Our responsibility is to express a limited assurance conclusion on the Identified Sustainability Information listed in Appendix I based on the procedures we have performed and evidence we have obtained.

We conducted our engagement in accordance with the Standard on Sustainability Assurance Engagements (SSAE) 3000, “Assurance Engagements on Sustainability Information”, and Standard on Assurance Engagements (SAE) 3410 Assurance Engagements on Greenhouse Gas Statements (together the “Standards”), both issued by the Sustainability Reporting Standards Board (the “SRSB”) of the ICAI.

These standards require that we plan and perform our engagement to obtain limited assurance about whether the Identified Sustainability Information is free from material misstatement.

As part of a limited assurance engagement in accordance with the Standards, we exercise professional judgment and maintain professional skepticism throughout the engagement.

8. Limited Assurance

A limited assurance engagement involves assessing the suitability in the circumstances of the Company’s use of the Criteria as the basis for the preparation of the Identified Sustainability Information as listed in Appendix I, assessing the risks of material misstatement of the Identified Sustainability Information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances, and evaluating the overall presentation of the Identified Sustainability Information.

A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks.

The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, evaluating the appropriateness of quantification methods and reporting policies, analytical procedures and agreeing or reconciling with underlying records.

Given the circumstances of the engagement, in performing the procedures listed above, we:

- Obtained an understanding of the Identified Sustainability Information and related disclosures;
- Obtained an understanding of the assessment criteria and their suitability for the evaluation and/or measurements of the Identified Sustainability Information;
- Made inquiries of Company’s management at corporate Office and sites, including Environment Health and Safety team, finance team, human resources team amongst others and those with the responsibility for preparation of the Report;



- Obtained an understanding and performed an evaluation of the design of the key systems, processes and controls for recording, processing and reporting on the Identified Sustainability Information at the corporate office and at sites on a sample basis. This included evaluating the design of those controls relevant to the engagement and determining whether they have been implemented by performing procedures in addition to inquiry of the personnel responsible for the Identified Sustainability Information;
- Based on the above understanding and the risks that the Identified Sustainability Information may be materially misstated, determined the nature, timing and extent of further procedures;
- Tested the key assumptions, emission factors and methodologies used for calculation of GHG emissions;
- Reviewed the Company's process for collating the sustainability information through agreeing or reconciling the Identified Sustainability Information with the underlying records on a sample basis; and
- Reviewed the consolidation of sites on a sample basis and corporate office under the reporting boundary for ensuring the completeness of data being reported.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our limited assurance conclusion.

9. Exclusions

Our assurance scope excludes the following and therefore we do not express a conclusion on:

- Aspects of the Report and the data/information (qualitative or quantitative) other than the Identified Sustainability Information; and
- The statements that describe expression of opinion, belief, aspiration, expectation, aim, or future intentions provided by the Company.

10. Limited Assurance Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Identified Sustainability Information listed in Appendix I and presented for the year ended March 31, 2025 in the Report are not prepared, in all material respects, in accordance with the Criteria as stated in paragraph 3 above.

11. Other Matter

Select sustainability indicators of the Company for the year ended March 31, 2024 were assured by the previous assurance practitioner who had expressed an unmodified opinion on June 10, 2024. Our opinion is not modified in respect of this matter.

12. Restriction on use

Our Limited Assurance report has been prepared and addressed to the Board of Directors of the Company at the request of the Company solely, to assist the Company in reporting on Company's sustainability performance and activities. Accordingly, we accept no liability to anyone, other than the Company. Our Limited Assurance report should not be used for any other purpose or by any person other than the addressees of our report. We neither accept nor assume any duty of care or liability for any other purpose or to any other party to whom our report is shown or into whose hands it may come without our prior consent in writing.



For Deloitte Haskins & Sells LLP
Chartered Accountants
(Firm's Registration No. 117366W / W-100018)

Pratiq Shah
Partner
Membership No. 111850
UDIN: 25111850BNUHLP8356

APPENDIX 1

Identified Sustainability Information subject to Limited Assurance in the Sustainability Report

Sr. No	Sustainability Standard Reference	Description of Indicator	Boundary for assurance (Refer note)
1	GRI 302-1, GRI-302-3	Energy consumption within the organization and intensity	Note 1
2	GRI 303-2, GRI 303-5	Water withdrawal and Consumption	Note 1
3	GRI 303-4	Water Discharge by destination and level of treatment (in kilo-liters)	Note 1
4	GRI 305-1, GRI 305-2	Direct (Scope 1) GHG emissions and Energy indirect (Scope 2) GHG emissions	Note 1
5	GRI 305-3	Other indirect (Scope 3) emissions (Category 1-9 and 11)	Note 1
6	GRI 305-7	Nitrogen oxides (NOx), Sulfur oxides (SOx), and other significant Air Emissions	Note 1
7	GRI 306-3, GRI 306-4, GRI 306-5	Waste Generated, Waste diverted from disposal and Waste directed to disposal	Note 1
8	GRI 401-1	New employee hires and employee turnover	Note 2
9	GRI 403-1	Occupational health and safety management system	Note 1
10	GRI 403-2	Hazard identification, risk assessment, and incident investigation	Note 1
11	GRI 403-5	Worker training on occupational health and safety	Note 1
12	GRI 403-9	Work related injuries	Note 1
13	GRI 404-1(a)(i)	Average hours of training per year per employee	Note 2

Note 1- Manufacturing and fabrication sites of the Company.
Note 2- All the operations and businesses of the Company





INDEPENDENT ASSURANCE STATEMENT

To,
DCM Shriram Limited
2nd Floor, West Wing, World Mark 1,
Aerocity,
New Delhi 110037.

16 July 2025

SUBJECT: INTRODUCTION AND OBJECTIVE OF WORK

DCM Shriram Limited (DCM) is a listed conglomerate with business across several sectors some of which include Sugar, Cement, Fertilizers etc. A significant endeavor in their sustainability journey is saving and conservation of Water, which they consume and re-charge as well, through established business practices.

The objective of this assurance statement is to independently verify and provide limited assurance on their water consumption and conservation measures covering the period 1 April 2024 to 31 March 2025 across their business operations.

INTENDED USER

The assurance statement is made solely for “DCM Shriram Limited (hereafter referred as DCM)” as per the governing contractual terms and conditions of the Assurance Engagement Contract between DCM and HLS SJM Advisors Pvt Ltd (hereafter referred to as HLS). We owe no responsibility and do not accept any liability to any other party other than “DCM” for the work we have performed for this assurance report, or our conclusions stated in the paragraphs below:

SCOPE OF WORK

The assurance process was conducted using internally defined protocols built on the requirements of the ISO 14046 -2014 Water Footprint with guidance for the verification and validation of water footprint assessment. The scope of work included:

- Data and information included in Excel workbook provided for the period 1 April 2024 to 31 March 2025 covering all their operational sites.
- Reviewing the Water inventory methodology and data collection processes employed by DCM
- Assessing the reliability, accuracy and completeness of the methodologies used for calculations related to consumption and conservation measures.
- Reviewing supporting documentation, including overall water consumption and conservation records, relevant third-party certificates, submissions and approvals from legal authorities' data where necessary.

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LEVEL OF ASSURANCE

The level of assurance has been applied as “Limited” covering the operational sites for the period 1 April 2024 to 31 March 2025.

MEHODOLOGY USED TO CONDUCT THE ASSURANCE

As part of its independent assurance, DCM initially submitted the Excel file covering the details related to water consumption and water conservation measures across their operational sites.

Assessment team

1. Nitin Kapoor-Team Leader
2. Palakdeep Kaur- Team Member

HLS SJM Advisors Private Limited undertook the following activities

1. Review of documentary evidence produced by DCM for the reporting period 1 April 2024 to 31 March 2025.
2. Assessment of a sample data to check the accuracy, appropriateness and use of conservative factors while carrying out the calculations.

HLS has validated the quantification methodology used by DCM for the monitoring and calculating their water footprint consumption as well as well as conservation for the reporting period 1 April 2024 to 31 March 2025 and confirms the same to be in line with the accepted practice of standard water footprint assessment. The work was conducted against internally developed protocols build on the guidance provided by ISO 14046 - 2014 water footprint assessment standard.

The conclusions of the assessment team were then reviewed by an Independent Technical Reviewer for the correctness of the reported values and usage of factors before the issuance of the Assurance Statement.

OUR CONCLUSION

In accordance with our methodology and the actions outlined previously, we believe that there are no matters or findings that have come to our attention indicating any significant issues with DCM's Water footprint assessment provided in the form of an Excel workbook (pdf) for the reporting period 1 April 2024 to 31 March 2025 This assessment includes the reporting from various sources within the specified reporting boundary and period, as detailed earlier. However, it's important to note that there is some unverified information in the reports mentioned in the "Limitations and Exclusions" section, as explained below.

Activities included for assurance purposes are mentioned in the table below.

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Table 1

Sr. No	Description	Billions of Liters
1	Total Water Consumed	14.71
2	Total Water Saved through improved agricultural practices (As per certificate from ICAR)	160.89
3	*Total Water Conserved (adopting ponds, rainwater harvesting)	3.93
4	Total Water (Saved+Conserved)	164.81

*Activity covered under HLS Scope

Table 2

Sr. No	Description	Ratios (calculated)
1	Ratio of (Total Water Saved+Conserved /Total Water Consumed)	11.20
2	Ratio of (Total Water Saved+Conserved Less Water Consumed) /(Total Water Consumed)	10.20

Nothing has come to the attention of HLS that the water positive ratio as defined in above Table 2 is not 10.2.

LIMITATIONS AND EXCLUSIONS

Excluded from the scope of our work is any assurance of information relating to:

- Data that has not been submitted and therefore not verified and assured by HLS.
- Our assurance does not extend to the activities and operations beyond the period and extends only for activities as defined in Table 1.
- Declarations/ Assurance from other agencies has been considered to calculate the water positive ratio.
- This independent statement should not be relied upon to detect errors, omissions, or misstatements that may exist within the supporting documentation.
- Our assurance engagement was performed within the scope and time constraints agreed upon with the DCM which limits all the potential issues related to Water Inventory (both consumption and conservation).

UNCERTAINTY

The reliability of assurance is subject to uncertainty(ies) that is inherent in the assurance process. Uncertainties stem from limitations in the accounting and quantification models used, assumptions made, emission factors used or may be present in the estimation of data used to arrive at results or values like surveys and where samples are verified. Our conclusions with respect to this assurance are naturally subject to any inherent uncertainty(ies) involved in the assurance process.

STATEMENT OF INDEPENDENCE, IMPARTIALITY AND COMPETENCE

HLS is a third-party and has performed this engagement considering the requirements of ISO 14046: 2014 (Including the requirements of ISO 17029:2019) and has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities.

In addition, no assurance team member has a business relationship with DCM , or officials beyond what is required of this assignment. We have conducted this verification independently and there has been no conflict of interest.

The assurance team has extensive experience in conducting assurance over environmental, social, ethical, and health & safety information, systems, and processes and an excellent understanding of HLS standard methodology for the Assurance of any non-financial Reporting.

On behalf of HLS SJM Advisors Pvt Ltd

Nitin Kapoor



(Partner and Technical Team Leader)

SDG Mapping

Sustainable Development Goals	Initiatives/ Program Undertaken
	<ul style="list-style-type: none">Meetha Sona Program for improving farm productivity and enhancing income among small and marginal sugarcane farmersProviding direct and indirect employment opportunities in rural and urban areas in plant operations and business activities improving the quality of life <p>Khushali Shiksha initiative under CSR</p> <ul style="list-style-type: none">Promoting early education as a long-term poverty-breaking strategyAddressing root causes via livelihoods, education, and agriculture programs
	<ul style="list-style-type: none">Farm productivity improvement programs through farmer educationUse of fertilisers and nutrients in increasing farm productivity <p>Climate Sustainable Agriculture initiative under CSR</p> <ul style="list-style-type: none">Advancing resilient and productive agricultural systems to ensure food security
	<p>Khushali Sehat initiative under CSR</p> <ul style="list-style-type: none">Preventive health program for women, adolescent girls and infants
	<p>Khushali Shiksha initiative under CSR</p> <ul style="list-style-type: none">Focus on foundational learning and school readiness <p>Khushali Rozgaar initiative under CSR</p> <ul style="list-style-type: none">Providing vocational and technical education to rural youth to support workforce integration
	<p>Khushali Sehat initiative under CSR</p> <ul style="list-style-type: none">Empowerment of adolescent girls via leadership and health awareness
	<ul style="list-style-type: none">STP & ETP installation at all manufacturing sites for treating wastewater to ensure clean water <p>Khushali Swachhata initiative under CSR</p> <ul style="list-style-type: none">Promoting hygiene and sanitation infrastructure in rural villages and urban societies <p>Khushali Paryavaran initiative under CSR</p> <ul style="list-style-type: none">Enhancing groundwater recharge and water storage capacity in water-stressed regions
	<p>Climate Sustainable Agriculture initiative under CSR</p> <ul style="list-style-type: none">Core focus on renewable energy access, particularly in rural/agricultural settings
	<ul style="list-style-type: none">Various initiatives at all our facilities and offices, maintaining best EHS standards which is key to the growth of our businesses. We value human assets and believe their contribution in economic growth is paramount. <p>Khushali Rozgaar initiative under CSR</p> <ul style="list-style-type: none">Enhancing employability and job readiness through skill training

Sustainable Development Goals	Initiatives/ Program Undertaken
	<p>Climate Sustainable Agriculture initiative under CSR</p> <ul style="list-style-type: none">Encouraging adoption of AgTech, mechanisation, and scalable rural innovations.
	<ul style="list-style-type: none">Equal opportunity through job creation at various sites and offices <p>Khushali Rozgaar initiative under CSR</p> <ul style="list-style-type: none">Enabling access to livelihood opportunities for rural youth and womenFocus on underserved geographies and marginal groups through CSR programs
	<p>Khushali Swachhata initiative under CSR</p> <ul style="list-style-type: none">Building zero-waste local ecosystems <p>Rural Infrastructure Development initiative under CSR</p> <ul style="list-style-type: none">Strengthening rural infrastructure for holistic rural development and enhance access to essential public services
	<ul style="list-style-type: none">Information relating to safe handling and directions of use of products is provided to customers through product information on the product labelInitiatives to conserve natural resources such as water and energy across the value chain of product Focus on segregation, composting, and landfill reduction <p>Khushali Swachhata initiative under CSR</p> <ul style="list-style-type: none">Promoting sustainable waste practices through source segregation, composting, and minimising landfill dependency <p>Climate Sustainable Agriculture initiative under CSR</p> <ul style="list-style-type: none">Fostering sustainable agricultural practices and improved soil stewardship
	<ul style="list-style-type: none">Water conservation and rain water harvesting initiatives inside and outside the fenceWaste recycling/reduction initiativesUse of biomass and Renewable energy as non-conventional energy sourcesSetting up of Compressed Biogas Plant from Press mudTree plantation inside and outside plant premises <p>Khushali Swachhata initiative under CSR</p> <ul style="list-style-type: none">Contributing indirectly by reducing methane emissions through improved waste management practices. <p>Khushali Paryavaran and Climate Sustainable Agriculture initiative under CSR</p> <ul style="list-style-type: none">Advancing climate resilience through reforestation and sustainable watershed practices.Supporting climate-smart agriculture through water-use efficiency and bio-based inputs
	<p>Khushali Paryavaran initiative under CSR</p> <ul style="list-style-type: none">Supporting ecosystem restoration and promoting biodiversity conservation
	<ul style="list-style-type: none">Collaboration and participation as active members in various government and non-government organizations and associations <p>Khushali Shiksha, Khushali Paryavaran and Climate Sustainable Agriculture initiative under CSR</p> <ul style="list-style-type: none">Leveraging strategic collaborations with UNICEF, government departments, startups, researchers, and NGOs for various CSR programs.

UNGC TEN PRINCIPLES

UNGC Principles	Category	Descriptions	Page No
Principle 1	Human Rights	Businesses should support and respect the protection of internationally proclaimed human rights	80
Principle 2	Human Rights	Businesses should make sure that they are not complicit in human rights abuses	80
Principle 3	Labor	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	25,80
Principle 4	Labor	Business should uphold the elimination of all forms of forced and compulsory labour	25,80
Principle 5	Labor	Business should uphold the effective abolition of child labour	25,80
Principle 6	Labor	Business should uphold the elimination of discrimination in respect of employment and occupation	25,80
Principle 7	Environment	Businesses should support a precautionary approach to environmental challenges	13-14, 33, 52-58
Principle 8	Environment	Business should undertake initiatives to promote greater environmental responsibility	52-58,82
Principle 9	Environment	Businesses should encourage the development and diffusion of environmentally friendly technologies	42-58
Principle 10	Anti- Corruption	Businesses should work against corruption in all its forms, including extortion and bribery	24-25, 71

LIST OF ABBREVIATIONS

BRSR: Business Responsibility and Sustainability Reporting	MEE: Multi-Effect Evaporators
CHC: Community Health Centre	MSDS: Materials Safety Data Sheet
CII: Confederation of Indian Industry	MT: Metric Tonnes
CPU: Condensate Polishing Unit	PAT: Profit After Tax
CSR: Corporate Social Responsibility	PHC: Primary Health Centre
DCS: Distributed Control System	POSH: Prevention of Sexual Harassment
EHS: Environment, Health & Safety	PVC: Poly Vinyl Chloride
ERM: Enterprise Risk Management	REACH: Registration, Evaluation, Authorisation and Restriction of Chemicals
ESG: Environmental, Social and Governance	RO: Reverse Osmosis
GHG: Greenhouse Gas	SAP: Systems, Applications and Products in Data Processing
GRI: Global Reporting Initiative	SDGs: Sustainable Development Goals
GT: Giga Tonnes	SEBI: Securities and Exchange Board of India
IBBI: India Business Biodiversity Initiative	STP: Sewage Treatment Plant
IFA: International Fertilizer Association	TCD: Tonnes Crushed Per Day
ISO: International Organization for Standardization	tCO2e: Tons of Carbon Dioxide Equivalent
JV: Joint Venture	TJ: Terra Joules
KLD: Kilolitres Per Day	TPD: Tonnes Per Day
KW: Kilowatt	TPA: Tonnes Per Annum
LDR: Lost Day Rate	uPVC: Unplasticized Polyvinyl Chloride
LTIR: Lost Time Injury Rate	ZLD: Zero Liquid Discharge
LTIFR: Lost Time Injury Frequency Rate	
MCM: Million Cubic Metre	



Disclosure Mapping and GRI Index

Statement of use	DCM Shriram Ltd. has reported in accordance with the GRI Standards for the period April 1, 2024 to March 31, 2025.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard	Not Available Currently. SASB materiality was referred.

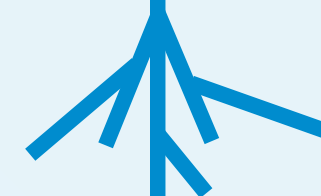
GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	3-9, Annual Report FY25 (BRSR Page 28) https://www.dcmshriram.com/docs/files/Annual-report-fy-2024-25.pdf
	2-2 Entities included in the organization's sustainability reporting	9
	2-3 Reporting period, frequency and contact point	9
	2-4 Restatements of information	55-56
	2-5 External assurance	86-89
	2-6 Activities, value chain and other business relationships	8, 42-51, 65-69,
	2-7 Employees	76
	2-8 Workers who are not employees	Annual Report FY25 (BRSR page 29) https://www.dcmshriram.com/annual_reports
	2-9 Governance structure and composition	22-24
	2-10 Nomination and selection of the highest governance body	22-24
	2-11 Chair of the highest governance body	22-23
	2-12 Role of the highest governance body in overseeing the management of impacts	18, 22
	2-13 Delegation of responsibility for managing impacts	23-24
	2-14 Role of the highest governance body in sustainability reporting	18, 23
	2-15 Conflicts of interest	24, 30, 31
	2-16 Communication of critical concerns	31
	2-17 Collective knowledge of the highest governance body	22
	2-18 Evaluation of the performance of the highest governance body	23-24
	2-19 Remuneration policies	23
	2-20 Process to determine remuneration	23
	2-21 Annual total compensation ratio	Annual Report FY25 (BRSR page 48) https://www.dcmshriram.com/docs/files/Annual-report-fy-2024-25.pdf
	2-22 Statement on sustainable development strategy	10
	2-23 Policy commitments	24-25
	2-24 Embedding policy commitments	24-25
	2-25 Processes to remediate negative impacts	16-21

	2-26 Mechanisms for seeking advice and raising concerns	16-17, 31
	2-27 Compliance with laws and regulations	Annual Report FY25 (BRSR page 38-39) https://www.dcmshriram.com/docs/files/Annual-report-fy-2024-25.pdf
	2-28 Membership associations	26
	2-29 Approach to stakeholder engagement	16-17
	2-30 Collective bargaining agreements	Annual Report FY25 (BRSR page 43) https://www.dcmshriram.com/docs/files/Annual-report-fy-2024-25.pdf
GRI 3: Material Topics 2021	3-1 Process to determine material topics	16-19
	3-2 List of material topics	19-21
	3-3 Management of material topics	19-21
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	36
	201-2 Financial implications and other risks and opportunities due to climate change	59-64 https://www.dcmshriram.com/docs/files/Annual-report-fy-2024-25.pdf
	201-4 Financial assistance received from government	Annual Report FY25 (BRSR page 44)
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	65-68
	203-2 Significant indirect economic impacts	21, 65-68
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Annual Report FY25 (BRSR page 57) https://www.dcmshriram.com/docs/files/Annual-report-fy-2024-25.pdf
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Annual Report FY25 (BRSR page 38-39) https://www.dcmshriram.com/docs/files/Annual-report-fy-2024-25.pdf
	205-2 Communication and training about anti-corruption policies and procedures	24-25, 80, Annual Report FY25 (BRSR page 38-39) https://www.dcmshriram.com/docs/files/Annual-report-fy-2024-25.pdf
	205-3 Confirmed incidents of corruption and actions taken	Annual Report FY25 (BRSR page 39) https://www.dcmshriram.com/docs/files/Annual-report-fy-2024-25.pdf
GRI 206: Anti-competitive Behaviour 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Annual Report FY25 (BRSR page 38-39) https://www.dcmshriram.com/docs/files/Annual-report-fy-2024-25.pdf
GRI 207: Tax	207-1 Approach to tax	38
	207-2 Tax governance, control, and risk management	38
	207-4 Country-by-country reporting	38
GRI 301: Materials 2016	301-1 Materials used by weight or volume	54
	301-2 Recycled input materials used	11
	301-3 Reclaimed products and their packaging materials	Annual Report FY25 (BRSR page 42) https://www.dcmshriram.com/docs/files/Annual-report-fy-2024-25.pdf
GRI 302: Energy 2016	302-1 Energy consumption within the organization	55
	302-2 Energy consumption outside of the organisation	55
	302-3 Energy intensity	55
	302-4 Reduction of energy consumption	55
	302-5 Reductions in energy requirements of products and services	55
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Annual Report FY25 (BRSR page 47-48) https://www.dcmshriram.com/docs/files/Annual-report-fy-2024-25.pdf



	303-2 Management of water discharge-related impacts	56-57
	303-3 Water withdrawal	56-57
	303-5 Water consumption	56-57
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	58
	304-2 Significant impacts of activities, products and services on biodiversity	58
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	55
	305-2 Energy indirect (Scope 2) GHG emissions	55
	305-3 Other indirect (Scope 3) GHG emissions	55
	305-4 GHG emissions intensity	55
	305-5 Reduction of GHG emissions	55
	305-6 Emissions of ozone-depleting substances (ODS)	55
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	56
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	57
	306-2 Management of significant waste-related impacts	57
	306-3 Waste generated	57
	306-4 Waste diverted from disposal	57
	306-5 Waste directed to disposal	57
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Annual Report FY25 (BRSR page 56) https://www.dcmshriram.com/docs/files/Annual-report-fy-2024-25.pdf
	308-2 Negative environmental impacts in the supply chain and actions taken	Annual Report FY25 (BRSR page 55-56) https://www.dcmshriram.com/docs/files/Annual-report-fy-2024-25.pdf
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	76
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	81, Annual Report FY25 (BRSR page 151) https://www.dcmshriram.com/docs/files/Annual-report-fy-2024-25.pdf
	401-3 Parental leave	Annual Report FY25 (BRSR page 43) https://www.dcmshriram.com/docs/files/Annual-report-fy-2024-25.pdf
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	82-85
	403-2 Hazard identification, risk assessment, and incident investigation	82-85
	403-3 Occupational health services	82-85
	403-4 Worker participation, consultation, and communication on occupational health and safety	82-85
	403-5 Worker training on occupational health and safety	82-85
	403-6 Promotion of worker health	82-85
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	82-85
	403-9 Work-related injuries	82-85
	403-10 Work-related ill health	82-85
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	77

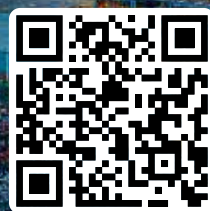
	404-2 Programs for upgrading employee skills and transition assistance programs	77-79
	404-3 Percentage of employees receiving regular performance and career development reviews	79
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	22,24, Annual Report FY25 (BRSR page 29) https://www.dcmshriram.com/docs/files/Annual-report-fy-2024-25.pdf
	405-2 Ratio of basic salary and remuneration of women to men	Annual Report FY25 (BRSR page 48) https://www.dcmshriram.com/docs/files/Annual-report-fy-2024-25.pdf
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Annual Report FY25 (BRSR page 49) https://www.dcmshriram.com/docs/files/Annual-report-fy-2024-25.pdf
GRI 407: Freedom of Association and Collective Bargaining	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Annual Report FY25 (BRSR page 49-50) https://www.dcmshriram.com/docs/files/Annual-report-fy-2024-25.pdf
GRI 408: Child Labor	408-1 Operations and suppliers at significant risk for incidents of child labor	Annual Report FY25 (BRSR page 49-50) https://www.dcmshriram.com/docs/files/Annual-report-fy-2024-25.pdf
GRI 409: Forced or Compulsory Labor	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Annual Report FY25 (BRSR page 49-50) https://www.dcmshriram.com/docs/files/Annual-report-fy-2024-25.pdf
GRI 410: Security Practices	410-1 Security personnel trained in human rights policies or procedures	Annual Report FY25 (BRSR page 49-50) https://www.dcmshriram.com/docs/files/Annual-report-fy-2024-25.pdf
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	81
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	65-68
	413-2 Operations with significant actual and potential negative impacts on local	65-68
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Annual Report FY25 (BRSR page 50) https://www.dcmshriram.com/docs/files/Annual-report-fy-2024-25.pdf
	414-2 Negative social impacts in the supply chain and actions taken	Annual Report FY25 (BRSR page 50) https://www.dcmshriram.com/docs/files/Annual-report-fy-2024-25.pdf
GRI 415: Public Policy 2016	415-1 Political contributions	Annual Report FY25 (page 155) https://www.dcmshriram.com/docs/files/Annual-report-fy-2024-25.pdf
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	70
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	No incident of non-compliance concerning the health & safety impact of product and services was reported during the reporting period
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	70





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