



Federal-Mogul Goetze (India) Limited
A Tenneco Group Company
Corporate Office: Paras Twin Towers,
10th Floor, Tower B, Sector 54,
Golf Course Road, Gurugram - 122002
Tel.: (91-124) 4784530

Dt.: 3rd September, 2025

1. Listing Department
BSE Limited
Phiroze Jeejeebhoy Towers
Dalal Street, Mumbai 400001
2. Listing Department
National Stock Exchange of India Ltd.
Exchange Plaza, 5th Floor,
Plot No. C/1, G Block,
Bandra-Kurla Complex,
Bandra (East), Mumbai 400051

Sub: Business Responsibility and Sustainability Report (FY 2024-25)

Dear Sir/Ma'am,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are enclosing herewith the Business Responsibility and Sustainability Report for FY 2024-25, which forms part of the Annual Report for FY 2024-25.

This is for your kind information and record.

Regards.

Yours truly,
For **Federal-Mogul Goetze (India) Limited**

(Dr. Khalid Iqbal Khan)
Whole-time Director- Legal & Company Secretary

Encl: As above

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

SECTION A: GENERAL DISCLOSURES

I Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	L74899DL1954PLC002452
2. Name of the Listed Entity	Federal-Mogul Goetze (India) Limited
3. Year of incorporation	November 26, 1954
4. Registered office address	803, Best Sky Tower, Netaji Subhash Place, New Delhi – 110034
5. Corporate address	10th Floor, Tower B, Paras Twin Tower Sector -54, Golf Course Road, Gurgaon-122002, Haryana
6. E-mail	Khalid.khan@tenneco.com
7. Telephone	+91 11 4478 8657
8. Website	http://www.federalmogulgoetzeindia.net/web/index.htm
9. Financial year for which reporting is being done	2024-2025
10. Name of the Stock Exchange(s) where shares are listed	i. National Stock Exchange of India Ltd. ii. BSE Limited
11. Paid-up Capital	INR 55,63,21,300 Rupees Fifty-Five Crores Sixty-Three Lacs Twenty-One Thousand Three Hundred Only
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name - Dr. Khalid Iqbal Khan Whole-Time Director- Legal & Entity Secretary e-mail id - Khalid.khan@tenneco.com Telephone No. – +91-124-478-4533
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the)entity or on a consolidated basis (i.e. for the entity andall the entities which form a part of its consolidated financial statements, taken together)	The disclosures under this report are made on as standalone basis, unless otherwise specified.
14. Name of assurance provider	Not Applicable
15. Type of assurance obtained	Not Applicable

II Products/Services

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

S. No	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturer of Automotive Components (Piston, Rings, valve seats guides)	Pistons, Piston rings and pistons pins Valve train and Structural components	100%

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

S. No	Product/ Service	NIC Code	% of total Turnover contributed
1.	Manufacturer of Automotive Components (Piston, Rings, valve seats guides)	2811	100%

III Operations

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

Location	Number of plants	Number of offices	Total
National	3	7	10
International	0	0	0

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	27
International (No. of Countries)	18

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

Particular	Amount [Rs. in lakhs]
Sale of products	172,100.83
Domestic	157,969.27
Export	14,131.56
(i) Total Sale of products	172,100.83
Other operating income	4,828.05
(ii) Revenue from operations	176,928.88
Other Income	5,665.64
Total income (I+II)	182,594.52

Contribution of export sales is 8.21% contribution to Total Sale of products

c. A brief on types of customers

The Entity is in the business of manufacturing of Automotive components. It has a mix of Customers in OEMs, Aftermarket, and exports. The Entity is also a Tier 1 supplier for Automobile OEM engine manufacturers and it has distributors/ dealers' network for aftermarket and export sales.

IV Employees

20. Details as at the end of Financial Year: 2024-25

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	%(B/A)	No. (C)	%(C/A)
Employees						
1	Permanent (D)	485	468	96.49%	17	3.51%
2	Other than Permanent (E)	74	69	93.24%	5	6.76%
3	Total Employees (D+E)	559	537	96.06%	22	3.94%
Workers						
4	Permanent (F)	2124	2123	99.95%	1	0.05%
5	Other than Permanent (G)	2544	2450	96.31%	94	3.69%
6	Total Workers (F+G)	4668	4573	97.96%	95	2.04%

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Differently Abled Employees						
1	Permanent (D)	11	11	100%	0	0%
2	Other than Permanent (E)	0	0	0%	0	0%
3	Total Differently abled Employees (D+E)	11	11	100%	0	0%

S. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
Differently Abled Workers						
4	Permanent (F)	0	0	0%	0	0%
5	Other than Permanent (G)	1	1	100%	0	0%
6	Total Differently abled Workers (F+G)	1	1	100%	0	0%

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No.(B)	% (B/A)
Board of Directors	8	1	12.5%
Key Management Personnel	4	0	0

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY (2023-2024) (Turnover rate in current FY)			FY (2022-2023) (Turnover rate in previous FY)			FY (2021-2022) (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	14.72%	1.52%	16.24%	11.48%	0.10%	11.58%	8.35%	0.62%	8.97%
Permanent Workers	2.42%	0.00%	2.42%	3.51%	0.0%	3.51%	6.77%	0.00%	6.77%

V- Holding, Subsidiary and Associate Companies (including joint ventures)
23. (a) Names of holding / subsidiary / associate companies / joint ventures

S.No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Federal Mogul Holding Limited, Mauritius	Holding Entity	60.05% (% of shares held in the listed entity)	No
2	Federal - Mogul TPR (India) Limited	Subsidiary	51%	No

There is no associate and joint venture entity as on 31st March 2025.

VI. CSR Details
24. i. Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) -Yes

ii. Turnover (in Rs.) INR 16,219,517,000

iii. Net worth (in Rs.) INR 10,399,262,000

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide weblink for grievance redress policy)	FY 2024-2025 Current Financial Year			FY 2023-2024 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, the Entity has a grievance redressal mechanism in place for all of its stakeholders. Our whistle blower policy is available at http://www.federalmogulgoetzindia.net/web/documents/WhistleBlowerpolicy1.pdf Any grievances pertaining to the investors may be referred to the Designated Officials for assisting and handling Investor Grievances. Contact details of the Designated Officials are available at http://www.federalmogulgoetzindia.net/web/index.html	Nil	Nil	Nil	Nil	Nil	Nil
Investors (other than shareholders)		Nil	Nil	Nil	Nil	Nil	Nil
Shareholders		Nil	Nil	Nil	Nil	Nil	Nil
Employees and workers		Nil	Nil	Nil	Nil	Nil	Nil
Customers		Nil	Nil	Nil	Nil	Nil	Nil
Value Chain Partners		Nil	Nil	Nil	Nil	Nil	Nil
Others (Please specify)		Nil	Nil	Nil	Nil	Nil	Nil

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Pig Iron	R/O Environment	Risk- More of mining leading to climate change Opportunity- Supports in production activity and CSR.	Optimisation of consumption and alternate suppliers.	Positive implications

2	Aluminium	R/O Environment	Risk- More of mining leading to climate change Opportunity- Supports in production activity and CSR	Optimisation of consumption and alternate suppliers.	Positive implications
3	Steel Wire	R/O Environment	Risk- More of mining leading to climate change Opportunity- Supports in production activity and CSR	Optimisation of consumption and alternate suppliers.	Positive implications
4	Chromic acid Flakes	R/O Environment	Risk- More hazardous waste generation and its disposal/ groundwater contamination Opportunity – Supports in production activities.	Optimisation of consumption and alternate suppliers.	Positive implications
5	Lubrication Oils/ coolants	R/O Environment	Risk – Hazardous nature of few chemicals Opportunity – Supports in production activities.	Optimisation of consumption and alternate suppliers.	Positive implications

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Policy and management processes

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	No	No	No	No	No	No	No	No
c. Web Link of the Policies, if available	http://www.federalmogulgoetzeindia.net/web/inv_policiescodes.html								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 45001/ 2018	ISO 14001/ 2015	ISO 45001/ 2018	ISO 45001/ 2018	Internal ESG System	ISO 14001/ 2015	Code of Conduct, Conflict of Interest & TENNECO Values	ISO 14001/ 2015 and ISO 45001/ 2018	ISO 14001/ 2015 and ISO 45001/ 2018
5. Specific commitments goals and targets set by the entity with defined timelines, if any.	-	-	-	-	-	-	-	-	-
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	-	-	-	-	-	-	-	-	-
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	We are committed to operate as a responsible and sustainable business and also believe that ESG considerations are integral to our business strategy. We strive to conserve natural resources and promote biodiversity. In addition, we are committed to promote social sustainability by ensuring that our operations are safe, healthy, and inclusive for our employees and communities where we operate. We are committed to achieve the ESG targets by ensuring the operations are safe and healthy, by ensuring the high standard of governance practices that are aligned with the best practices and the regulatory requirements. It has been our long-standing belief that sustainability and growth go hand in hand and an organization's long-term success is to a great extent determined by how proactively it responds to its environmental, social, and governance dimensions.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Amit Mittal, Managing Director & Chief Financial Officer, DIN: 02292626								
9. Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, the entity has Corporate Social Responsibility Committee responsible for decision making on sustainability related issues. For composition of CSR Committee, please refer Annual Report on CSR Activities for Financial Year 2024-25 as per Annexure 4 to Directors' Report.								

10. Details of Review of NGRBCs by the Entity:

Subject for review	Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee									Frequency (Annually/ Half Yearly/ Quarterly (Q)/ Any other – Please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes	No	No	No	No	No	No	No	No	Q	No	No	No	No	No	No	No	No
Compliance with statutory requirement of relevance to the principles and rectification of any noncompliances	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

11.

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency	No	No	No	No	No	No	No	No	No

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	-	-	-	-	-	-	-	-	-
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	-	-	-	-	-	-	-	-	-
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	-	-	-	-	-	-	-	-	-
It is planned to be done in the next financial year (Yes/No)	-	-	-	-	-	-	-	-	-
Any other reason (please specify)	-	-	-	-	-	-	-	-	-

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

Essential Indicators

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

SEGMENT	Total no. of training and awareness prog. held	Topic/ principals covered under the training and its impact	% of persons in respective category covered by the awareness prog.
Board of Directors	8	* Privacy and Data Protection Essentials * Understanding Privacy by Design: 2023 * Annual Code of Conduct Training and Certification * Data Classification Training * Records Management * Information Security: Identifying Common Risks * Conflict of Interest: Know Your Risk * Intellectual Property * Posh	100%
Key Managerial Personnel	11	* Privacy and Data Protection Essentials * Posh * Understanding Privacy by Design * Annual Code of Conduct Training and Certification * Data Classification Training * Records Management * Information Security: Identifying Common Risks * Intellectual Property * Conflict of Interest: Know Your Risk * ESG and Preventing Global Modern Slavery Training * Cybersecurity: Recognizing and Avoiding Cyber Threats	100%
Employees Other than Board of Directors and KMPs	76	*Power BI, *IATF 16949 Awareness, *CAPA, *FMEA, PPAP, *SPC, *Measurement System Analysis, *Office of Strategic Execution, *Cost Leadership Workshop, P3 Awareness, P3X Program, *Core Values Awareness, Laboratory Management, *EASE Software Training, *Minitab Software Training etc. *Code of Conduct, *Conflict of Interest: Know Your Risk *Information Security: Identifying Common Risks * posh, *Safety	100%
Workers	65	*Emergency Response Training, *Safety Training by *DOF, *Firefighting Training, *Forklift Certification *Training, Basics & Functions of Bearings, *Training on SOP Control Plan and Measurements, *Core Values Awareness, *Code of Conduct, *Zero Tolerance, *ISO Standards Awareness, *Lean Manufacturing, *Chemical Safety MSDS, *Behaviors Based Safety, *Industrial Environment, *Health and Safety, *Conflict of Interest: Know Your Risk, *Information Security: Identifying Common Risks *EHS Awareness Trainings: *SIF Prevention, *LOTOTO, *PIV, *Hand Safety, *Slip Trip and Fall, *Behavior Based Safety, *DOJO trainings, POSH etc.	100%

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

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

Non-Monetary					
	NGRBC Principle	Name of regulatory enforcement agencies/ judicial institutions	Amount (In INR)	BRIEF OF THE CASE	Has an appeal been preferred (Yes/ No)
Imprisonment	NA	NA	NA	NA	NA
Punishment	NA	NA	NA	NA	NA

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

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

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

The entity follows Tenneco's global anti-corruption and anti-bribery policy. The document is applicable to all the employees globally who must abide by this policy. The policy requires all its directors, employees and associated persons to be ethical, accountable and transparent and addresses issues including corruption and bribery. The said policy is available on the given link:<http://www.federalmogulgoetzeindia.net/web/documents/AntiCorruption%20Policy.pdf>

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

	FY (2024-2025) CURRENT FY	FY (2023-2024) PREVIOUS FY
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

6. Details of complaints with regard to conflict of interest

	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
No. of complaints received in relation to issues of conflict of interest of the Directors	NIL	NIL	NIL	NIL
No. of complaints received in relation to issues of conflict of interest of the KMP	NIL	NIL	NIL	NIL

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

Not Applicable

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Number of days of accounts payables	77	84

Note: For the purpose of calculating the cost of goods/services procured, all procurements in the nature of capital expenditures have been excluded and all direct cost such as consumption of stores and spares, Sub-contracting expenses, Power & fuel, Management support, Product rectification charges and employee benefit expenses have been included. Trade payables as disclosed in the audited standalone financial statements for respective financial year have been considered as the numerator (accounts payable).

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

Parameters	Metrics	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Not Estimated	
	b. Number of trading houses where purchases are made from		
	c. Purchases from top 10 trading houses as % of total purchases from trading houses		
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	100%	100%
	b. Number of dealers / distributors to whom sales are made	429	406
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	45%	35%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.12	0.12
	b. Sales (Sales to related parties / Total Sales)	0.13	0.10
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	Nil	Nil
	d. Investments (Investments in related parties / Total Investments made)	Nil	Nil

Note: As part of our procurement process, we do not tag suppliers as trading houses, as such classification is not directly relevant to our business model. Accordingly, purchases from trading houses cannot be estimated.

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

Essential Indicators

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

	Current FY (2024-25)	Previous FY (2023-24)	Details of Improvements in Environmental and Social Impacts
R&D	54,297,568	51,478,259	NA
Capex	0	0	NA

- a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)**
 Yes, the entity have procedures in place for sustainable sourcing
b. If yes, what percentage of inputs were sourced sustainably?
 100%, all the suppliers are bound by Tenneco's Supplier Code of Conduct that mandates environment sustainability.
- Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.**
 The entity is not reclaiming the plastic waste for recycling and reusing, all plastic waste is being disposed through authorized plastic recyclers.
 The entity follows the disposal process as defined by pollution control board:
 - Plastic waste: Disposal through authorised agencies,
 - E-Waste: Disposal through authorised dealers,
 - Battery Waste: Disposal through authorised dealers
 - Other Hazardous Waste: Disposal through authorized dealers,
 - Other Non-Hazardous waste: (Non-Hazardous waste) Disposal through authorised dealers, as per applicability.
- Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**
 Yes, EPR is applicable. Waste collection plan is in line with the applications submitted/ consents received from the Pollution Control Board for disposal of hazardous waste and plastic waste.

PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains

Essential Indicators

- A. Details of measures for the well-being of employees**

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	%(B/A)	Number (B)	%(B/A)	Number (B)	%(B/A)	Number (B)	%(B/A)	Number (B)	%(B/A)
Permanent Employees											
Male	467	468	100%	468	100%	0	0%	1	0.21%	0	00%
Female	17	17	100%	17	100%	6	35%	0	00%	5	29.41%
Total	484	485	100%	485	100%	6	1.2%	1	0.21%	5	1.03%
other than Permanent Employees											
Male	66	66	100%	66	100%	0	0%	1	00%	0	00%
Female	8	8	100%	8	100%	7	88%	0	00%	7	87.50%
Total	74	74	100%	74	100%	7	9.5%	0	00%	7	9.46%

B. Details of measures for the well-being of workers

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	%(B/A)	Number (C)	%(C/A)	Number (D)	%(D/A)	Number (E)	%(E/A)	Number (F)	%(F/A)
Permanent Workers											
Male	2123	2123	100%	1866	88%	0	0%	0	0%	0	0%
Female	1	1	100%	1	100%	0	0%	0	0%	0	0%
Total	2124	2124	100%	1867	88%	0	0%	0	0%	0	0%
Other than permanent workers											
Male	2503	1478(ESI) 1025(Ins)	100%	1478(ESI) 1025(Ins)	100%	0	0%	6	0.24%	0	0%
Female	101	95(ESI) 6(Ins)	100%	95(ESI) 6(Ins)	100%	0	0%	0	00%	0	0%
Total	2604	2604	100%	2604	100%	0	0%	6	0.23%	0	0%

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Cost incurred on wellbeing measures as a % of total revenue of the company	1.30%	1.22%

2. Details of retirement benefits for current FY and previous FY

Benefits	FY (2024-2025) CURRENT FY			FY (2023-2024) PREVIOUS FY		
	No. of employees covered as a % of total employee	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/NA)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/NA)
PF	100%	100%	Y	100%	100%	Y
GRATUITY	100%	100%	Y	100%	100%	Y
ESI	100%	100%	Y	100%	100%	Y
OTHERS – please SPECIFY	No	No	No	No	No	No

3. Accessibility of workplaces

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

Yes, there is every endeavour to ensure all requirements of any differently abled person working at any of the offices is completely provided for and met, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

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

Yes, We believes in equal rights of all individuals regardless of race, color, national origin, religion, caste, gender, age, sexual orientation, gender identity or expression, marital status, medical condition, disability, or any other characteristics or status that is legally protected. The said policy is available on the given link:

<http://www.federalmogulgoetzeindia.net/web/documents/Equal%20Opportunity%20Policy.pdf>

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

Gender	Permanent Employees		Permanent Workers	
Male	100%	100%	100%	100%
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

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

	Yes/ No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes – By Union Committee Members and Daily Visit to Shop Floor
Other than permanent workers	Yes- Supervisors conduct weekly meetings
Permanent employees	Yes- Employee engagement model – 1x1, skip level and focus group meetings
Other than permanent employees	Yes- Supervisors conduct weekly meetings

7. Membership of employees and worker in association or unions recognised by the listed entity

Category	FY (2024-2025) (Current Financial Year)			FY (2023-2024) (Previous Financial Year)		
	Total employees/ workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees/ Workers in respective category (c)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	556	0	0%	539	0	0%
Male	535	0	0%	524	0	0%
Female	21	0	0%	15	0	0%
Total Permanent Workers	2124	2124	100%	2398	2149	89.61%
Male	2123	2123	100%	2397	2148	89.61%
Female	1	1	100%	1	1	100%

8. Details of training given to employees and workers

Category	FY (2024-2025) Current Financial Year					FY (2023-2024) Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill Upgradation		Total (B)	On Health and safety measures		On Skill Upgradation	
		No.(B)	% (B/A)	No.(C)	% (C/A)		No.(E)	%(E/D)	No.(F)	%(F/D)
Employees										
Male	Male	535	535	100%	535	100%	587	587	100%	587
Female	Female	21	21	100%	21	100%	26	26	100%	26
Total	Total	556	556	100%	556	100%	613	613	100%	613
Workers										
Male	Male	2123	2123	100%	2123	100%	2397	2397	100%	2397
Female	Female	1	1	100%	1	100%	1	1	100%	1
Total	Total	2124	2124	100%	2124	100%	2398	2398	100%	2398

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

Category	FY (2024-2025) Current Financial Year					FY (2023-2024) Previous Financial Year				
	No.(A)	No.(B)	% (B/A)	No.(C)	% (C/A)	No.(D)	No.(E)	%(E/D)	No.(F)	%(F/D)
Employees										
Male	535	535	100%	587	587	100%	535	535	100%	587
Female	21	21	100%	26	26	100%	21	21	100%	26
Total	556	556	100%	613	613	100%	556	556	100%	613
Workers										
Male	2123	2123	100%	2397	2397	100%	2123	2123	100%	2397
Female	1	1	100%	1	1	100%	1	1	100%	1
Total	2124	2124	100%	2398	2398	100%	2124	2124	100%	2398

10. Health and safety management system:

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

Yes, occupational health and safety management system has been implemented by the entity for all its employees.

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

The Entity has in place systematic risk management process to identify and control all the hazards by implementing the following:

1. Hazard Identification & Risk Assessment (HIRA),
2. Job Safety Analysis (JSA),
3. Worker Participation to identify unsafe act (UA), unsafe condition (UC) and near miss (NM) reporting
4. Internal and External Safety Audits,
5. Machine Safety Assessment by following global guidelines,
6. Quick Risk Assessment,
7. Work permit system,
8. Training Awareness,
9. Third Party Audits.

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

Yes, the Entity has processes for workers to report work related hazards and to remove themselves from such risks.

- d. **Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Y/N)**

Yes, the employees/ worker of the entity have access to non-occupational medical and healthcare services.

11. Details of safety related incidents:

Safety Incident/Number	Category	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	2008.74	0.12
Total recordable work-related injuries	Employees	0	0
	Workers	4	7
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work- related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	4	3

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

The Entity emphasizes on the Occupational Health and Safety practices across all its business locations. In case of any unsafe acts and conditions are observed specific target dates are set for their resolution and closure. The Entity promotes 'speak up culture' as the employees are encouraged to share their concerns pertaining to any health and safety issues at their workplaces and discontinue their work, if required. Due to the Entity's focus on health and safety practices, we have been able to minimise the usage of hazardous chemicals at our manufacturing locations. The Entity employs the following methods to safeguard Occupational Health and Safety:

- Risk Assessment Activities;
- Work permit system;
- Frequent Training and awareness programs to employees on Occupational Health and Safety;
- Proper Ventilation, Air Handling Unit (AHU), provision of clean water at business locations;
- Safe Machine guarding as per Tenneco Emission security (EMSEC) standards
- Adequate Personal protective equipment (PPES) are provided as process wise PPE matrix.
- Regular EHS Audits are conducted at the manufacturing locations such as Gemba walks, safety patrols, Safety Committee Team rounds etc.

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

	FY (2024-2025) Current Financial Year			FY (2023-2024) Previous Financial Year		
	Filed During the year	Pending resolution at end of year	Remarks	Filed During the year	Pending resolution at end of year	Remarks
Working Conditions	5	Nil		8	Nil	
Health & Safety	11	Nil		16	Nil	

14. Assessments for the year:

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

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

Safety at the workplace is one of the highest priorities of the entity. The entity has always focused on building a culture of safety, emphasizing individual responsibility. Various steps have been taken by the entity in this regard including implementation of ISO 45001:2018 Occupational Health & Safety Management System.

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators

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

We have stakeholder centric approach and have established a robust procedure to effectively engage with various internal and external stakeholder groups. As a prerequisite, we identify and prioritise our stakeholders, based on the impacts of the Company on stakeholders and the ability of stakeholder groups to influence the functioning of the Company.

Internal and external stakeholders have been identified that have a direct/indirect impact on the operations and working of the Company, which includes but not limited to Investors, Shareholders, Employees, Customers, Communities, Suppliers/service providers, Regulators/Government

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

Stake holder Group	Whether identified as vulnerable and marginalized group (Yes/ No)	Channels of communication(Email, SMS, Newspaper, pamphlet, advertisement, community meetings, notice board, websites others)	Frequency of engagement (Annually/ half yearly/quarterly/ others – Please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Communities	Yes	Direct engagement and through the Entity's CSR project implementation partners (NGO)		Their expectation and feedback on impact/success of CSR project. Also review scale up potentials and further engagement scope.
Investors – Other than shareholders	No	Website, Stock exchange disclosures	As and when required	General updates + Queries + Business Performance
Share holders	No	Annual Report, Notices, Email, Website and newspapers	As and when required	General updates + Queries+ To understand their need and expectation which are material to the Entity
Employees and workers	No	Email, notice board, intranet	Regularly	Reward and Recognition, Talent management, new opportunities, CSR & Sustainability updates

Customers	No	Email, Meetings and brochures	Regularly	Product sale, Product quality and safety, Adequate information on products, Timely delivery, Maintenance of privacy/ Confidentiality, Fair and competitive pricing
Value chain partners	No	Email, Supplier and dealer meets	As and when required	Need and expectation, schedule, supply chain issue, need for awareness and other training, their regulatory compliance, EHS performance etc.
Others – Please specify	NA	NA	NA	NA

PRINCIPLE 5 Business should respect and promote human rights
Essential Indicators

- Employees and workers who have been provided training on human rights issues and policy(ies) of the entity:**

Category	FY (2024-2025) (Current Financial Year)			FY (2023-2024) (Previous Financial Year)		
	Total (A)	No. of Employees/ workers covered (B)	% (B / A)	Total (c)	No. of Employees/ workers covered (D)	% (D / C)
Employees: Code of Conduct and Site certified standing order						
Permanent	475	475	100%	539	538	99.81%
Other than permanent	84	84	100%	381	381	100%
Total Employees	559	559	100%	920	919	99.89%
Workers						
Permanent	2124	2124	100%	2398	2398	100%
Other than permanent	2544	2544	100%	1314	1314	100%
Total Workers	4668	4668	100%	3712	3712	100%

2. Details of minimum wages paid to employees and workers:

Category	FY (2024-2025) Current Financial Year					FY (2023-2024) Previous Financial Year				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
Employees Permanent										
Male	473	0	0%	473	100%	632	0	0	632	100
Female	17	0	0%	17	100%	17	0	0	17	100
Other than Permanent										
Male	71	0	0%	71	100%	60	60	100	0	0
Female	6	0	0%	6	100%	7	7	100	0	0
Worker Permanent										
Male	2123	257	12%	1866	88%	2391	0	0	2391	100
Female	1	0	0%	1	100%	2	0	0	2	100
Other than Permanent										
Male	2975	0	0%	2975	100%	285	285	100	0	0
Female	94	0	0%	94	100%	21	0	0	21	100

3. Details of remuneration/salary/wages

a) Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Number Median remuneration/ salary/ wages of respective category
Board of Directors and KMP	3	15755648/-	0	0
Employees other than Board of Directors	462	1532089/-	12	2767789/-
Workers	2437	562327/-	21	328350/-

b. Gross wages paid to females as % of total wages paid by the entity:

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Gross wages paid to females as % of total wages	1.78%	1.31%

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

Yes, the Entity through its respective HR heads at its business locations is responsible for addressing the human rights impact or issues connected thereto.

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

The Entity's manual on code of conduct along with the whistle blower policy supports the protection of human rights within the realm of its influence and is committed to the highest ethical standards.

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

	FY (2024-2025) (Current Financial Year)			FY (2023-2024) (Previous Financial Year)		
	Filed During the year	Pending resolution at end of the year	Remarks	Filed During the year	Pending resolution at end of the year	Remarks
Sexual Harassment	3	2	Nil	1	0	Nil
Discrimination at workplace	0	0	Nil	0	0	Nil
Child Labour	0	0	Nil	0	0	Nil
Forced Labour/ Involuntary labour	0	0	Nil	0	0	Nil
Wages	0	0	Nil	0	0	Nil
Other human rights related issues	0	0	Nil	0	0	Nil

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	3	1
Complaints on POSH as a % of female employees / workers	2.6%	1.41%
Complaints on POSH upheld	1	0

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

We have Vigil Mechanism, Whistle-blower policy, and a Prevention of Sexual Harassment policy in place to prevent any adverse consequences. All complaints can be made without fear of reprisal and with the assurance that the Entity stands with you. The Entity has "No Retaliation Policy" in place to take care of this aspect. The entity takes stringent actions against any person found to have so violated this clause.

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

Yes, human rights requirements form a part of the Entity's business agreements and contracts.

10. Assessments for the year

	% of your plants and offices that were assessed (By entity or statutory authorities or third parties)
Child labor	100%
Forced or involuntary labor	100%
Sexual harassments	100%
Discrimination at workplace	100%
Wages	100%
Others – Please specify	NA

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

NA

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

Essential Indicators

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

Parameter	FY (2024-2025) Current FY	FY (2023-2024) Previous FY
From renewable sources		
Total electricity consumption (A)	56441256.70	214268.00
Total fuel consumption (B)	0.00	0.00
Energy consumption through other sources (C)	0.00	0.00
Total energy consumption (A+B+C)	56441256.70	214268.00
From non-renewable sources		
Total electricity consumption (D)	25955139.40	247658.19
Total fuel consumption (E)	225343.3608	4189.99
Energy consumption through other sources (F)	0	238492.43
Total energy consumed from non-renewable sources (D+E+F)	26180482.76	490340.61
Total energy consumed (A+B+C+D+E+F)	82621739.46	704608.61
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	466.97	4.22
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	466.97	0.19
Energy intensity in terms of physical output	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

*Note 1: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)
If yes, name of the external agency: Yes, : Annual evaluation carried out by external agency, TÜV SÜD Management Service GmbH*

Note 2: The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by the IMF- for India. For the years ended March 31, 2025, and March 31, 2024, it is 20.66 and 22.401, respectively.

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

No

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

Parameter	FY (2024-2025) (Current Financial Year)	FY (2023-2024) (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(I) Surface water	0	0
(ii) Groundwater	2,58,977	2,52,289
(iii) Third party water	2,41,948	2,76,399
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	5,00,925	5,28,588
Total volume of water consumption (in kilolitres)	5,00,925	4,11,378
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	2.831222353	2.46397295
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	2.831222353	0.109993882
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

Note 1: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: Yes, annual evaluation carried out by external agency, TÜV SÜD Management Service GmbH Note 2: The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by the IMF- for India. For the years ended March 31, 2025, and March 31, 2024, it is 20.66 and 22.401, respectively.

4. Provide the following details related to water discharged:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(I) To Surface water	Nil	Nil
- No treatment	Nil	Nil
- With treatment– please specify level of treatment	Nil	Nil
(ii) To Groundwater	Nil	Nil
- No treatment	Nil	Nil
- With treatment– please specify level of treatment	Nil	Nil
(iii) To Seawater	Nil	Nil
- No treatment	Nil	Nil
- With treatment– please specify level of treatment	Nil	Nil

(iv) Sent to third-parties	Nil	Nil
- No treatment	Nil	Nil
- With treatment– please specify level of treatment	Nil	274.9l
(v) Others		
- No treatment	Nil	Nil
- With treatment– please specify level of treatment	309875.67	271341.8
Total water discharged (in kilolitres)	309875.67	271616.7

Note 1: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Yes, Annual evaluation carried out by external agency, TÜV SÜD Management Service GmbH

Note 2: Level of Treatment: ETP, STP and Secondary level treatment.

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

The Entity has implemented Effluent Treatment Plants and Sewage Treatment Plants for treating the effluent stream generated from its processes and the sewage stream generated from the washrooms, canteen and hand wash stations. The treated waters are used back by the processes and part of the treated are used for irrigation inside the facilities. In Bhiwadi, the treated wastewater is sent to the central effluent treatment plant (CETP) approved by the state pollution control board, and the permeate water is received back from CETP for process use. The entity is not into discharging its wastewater from the premises.

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

Disclosure of Air Emissions:

We report energy consumption and GHG emissions through the CDP Climate Change questionnaire and measure our progress using multiple indicators to inform our strategies. We are monitoring the metrics through EHS Information System database.

We recognize our responsibility to take concrete action to address climate change, and we continue to assess and manage climate-related risks and opportunities for our business and value chain. With a significant operational footprint from our manufacturing processes, we are focused on limiting GHG emissions at our sites and contributing to sector-wide climate actions. In 2022, we continued to make progress toward carbon and energy intensity improvement in our operations, in line with our sustainability goals.

To align with best practices, we manage our global manufacturing sites in accordance with the ISO 14001 Environmental Management System and ISO 50001 Energy Management System standards. These frameworks provide guidance to improve our environmental performance and validate our approach through certifications.

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

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity:

Parameter	Unit	FY 2024-2025) (Current Financial Year)	FY 2023-2024) (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, if available)	Metric tonnes of CO ₂ equivalent	5490.24	6251.36
Total Scope 2 emissions (Break-up of the GHG into CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, if available)	Metric tonnes of CO ₂ equivalent	142598.55	74527.94
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO ₂ equivalent/ Lac Rs.	0.836996142	0.483832412
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO ₂ equivalent/ Lac Rs.	0.836996142	0.021598697
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

Note 1: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: Yes, annual evaluation carried out by external agency, TÜV SÜD Management Service GmbH

Note 2: The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by the IMF- for India. For the years ended March 31, 2025, and March 31, 2024, it is 20.66 and 22.401, respectively.

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

Yes, the Entity has taken several initiatives to increase energy efficiency and reduce emissions. Some of the initiatives undertaken are as follows:

Reduction of energy consumption through various means such as introduction of energy efficient pumps; timer control for cooling tower fan motor control; replacing wet sand motor 7.5 kw with IE 2.2 kw; replacement of old cassette air conditioners with 5-star split air conditioners and with ODS free gases; blower motor introduction with temperature controller; introduction of VFDs in compressor room; maximize usage of renewable energy sources.

In addition to the above, following are the other initiatives those were introduced:

- Holding Furnace Heater Control Thru PID Controller & Thyristor Drive
- Energy Efficient Pumps
- Cooling Tower Fan Motor Control Thru Timer control
- Power Saving On Blower Motor with Temp. Controller – Rotary Bath
- Power Saving On Blower Motor with Temp. Controller – Cell Bath
- All New Energy efficient compressor Installed with secondary containment.
- Usage of renewable energy sources
- Minimization of diesel consumption
- Optimization of PNG and electrical consumption
- Installation solar panel in vehicle parking area, dual fuel kit (with 70% gas- based fuels and 30% diesel) in generators.

9. Provide details related to waste management by the entity:

Parameter	FY (2024-2025) (Current Financial Year)	FY (2023-2024) (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic Waste (A)	4463.2	27188.215
E-waste (B)	5.81	3.253
Bio-medical waste(C)	0.042588	0.042616
Construction and demolition waste (D)	3	NA
Battery waste (E)	6.92	0
Radioactive waste (F)	NA	NA
Other Hazardous waste. Please specify, if any. (G)	106320.7003	1805.8651
Other Nonhazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	7612.35	4556
Total (A+B + C + D + E + F + G + H)	118412.0229	33552.49072

Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.669263395	0.200964635
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.669263395	0.008971235
Waste intensity in terms of physical output	-	-
For each category of waste generated, total waste recovered through recycling, reusing or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	3040.0688	2740.46
(ii) Re-used	1.6315	1.25775
(iii) Other recovery operations	0	0
Total	3041.7003	2741.71775
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0.042588	1125.510366
(ii) Landfilling	25.43	28.63
(iii) Other disposal operations	194.87	247.571
Total	220.342588	1401.711366

Note 1: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: Annual evaluation carried out by external agency, TÜV SÜD Management Service GmbH

Note 2: The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by the IMF- for India. For the years ended March 31, 2025, and March 31, 2024, it is 20.66 and 22.401, respectively.

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

Yes, the Entity has implemented various actions to reduce the waste generation and at the source of generation. Those actions are as follows:

- Zero Landfill project by sending hazardous waste (ETP Sludge, Spent Chrome, Used oil and Oily Rags) to cement injuries for co-processing
- Oil filtration system
- Disposal of waste through authorized co-processors
- Conversion of grinding sludge into ferric acid through authorized agency
- Selling polythene waste and other waste to recyclers
- Reuse of treated wastewater into process
- Reuse of spent chromic acid from rotary bath

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

S.No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1	NA	NA	NA

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

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

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

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

S.NO.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
1	NA	NA	NA	NA

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

Essential Indicators

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

The Entity has one affiliations with trade and industry chambers/ associations.

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

S.NO.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	Automotive Component Manufacturers Association (ACMA)	Automotive association/ National
2.	American Chamber of Commerceb(Amchem)	Association/ National

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

Name of Authority	Brief of the case	Corrective action taken
NA	NA	NA

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Name and brief details of the project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Y/N)	Results communicated in public domain (Y/N)	Relevant web link
NA	NA	NA	NA	NA	NA

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

S.No.	Name of project for which R&R is going on	State	District	No. of project affected families(PAFs)	% of PAF's covered by R&R	Amounts paid of PAF in the FY (In INR)
1.	NA	NA	NA	NA	NA	NA

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

The entity collaborates closely with the community in the areas of contribution that have been found in the fields of environment, rural development, healthcare, and destitute care. The entity has effective systems in place within its areas of responsibility to evaluate how initiatives will affect their intended beneficiaries. These mechanisms offer plenty of opportunity to receive and address complaints from the intended beneficiaries.

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

	FY-2024-25	FY 2023-24
Directly sourced from MSME/ Small producers	15.5%	15.7%
Sourced directly from within the district and neighbouring districts	-	40.9%
Directly from within India	88.8%	-

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

Location	FY-2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Rural	20%	26.95%
Semi-urban	14%	12.27%
Urban	61%	59.68%
Metropolitan	6%	1.10%

PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner.

Essential Indicators

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

We have strong grievance mechanism to address customer complaints and concerns. Customer complaints or queries involving inputs required from cross-functional teams are communicated accordingly to the customer along with relevant resolution time. Such structured process and tools for resolving customer complaints helps satisfy our customers and provides opportunity for us to further improve in terms of process and use of new technology.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	NA
Safe and responsible usage	NA
Recycling and/ or safe disposal	NA

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

	FY (2024-2025) (Current Financial Year)		Remarks	FY (2023-2024) (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data Privacy	NIL	NIL	NIL	NIL	NIL	NIL
Advertising	NIL	NIL	NIL	NIL	NIL	NIL
Cyber Security	NIL	NIL	NIL	NIL	NIL	NIL
Delivery of essential services	NA	NA	NA	NA	NA	NA
Restrictive trade practices	NIL	NIL	NIL	NIL	NIL	NIL
Unfair Trade Practices	NIL	NIL	NIL	NIL	NIL	NIL
Other	NIL	NIL	NIL	NIL	NIL	NIL

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

	Number	Reasons for recall
Voluntary recalls	NIL	NIL
Forced recalls	NIL	NIL

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

The Entity follows Global Tenneco Policy on cyber security and same can be accessed on the given link:<http://www.federalmogulgoetzeindia.net/web/documents/IT%20Operations%20Security%20Policy.pdf>

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

Not applicable

7. Provide the following information relating to data breaches:

- Number of instances of data breaches – Nil
- Percentage of data breaches involving personally identifiable information of customers - Nil
- Impact, if any, of the data breaches-NA

**For and on behalf of the Board of Directors
Federal-Mogul Goetze (India) Limited**

Sd/-
T. Kannan
Managing Director
DIN: 10486912

Sd/-
Dr. Khalid Iqbal Khan
Whole Time Director- Legal &
Company Secretary
DIN : 05253556

Date: 11th August 2024
Place: Gurugram