

# Business Responsibility and Sustainability Report

## SECTION A: GENERAL DISCLOSURES

### I. Details of listed entity

|     |                                                                                                                                                                                                                                                                    |                                                                                                                                                   |
|-----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------|
| 1.  | Corporate Identity Number (CIN) of the Company                                                                                                                                                                                                                     | L01120TG1986PLC006728                                                                                                                             |
| 2.  | Name of the Company                                                                                                                                                                                                                                                | Kaveri Seed Company Limited                                                                                                                       |
| 3.  | Year of Incorporation                                                                                                                                                                                                                                              | 27th August 1986                                                                                                                                  |
| 4.  | Registered Office Address                                                                                                                                                                                                                                          | #1-7-36 to 42, Sardar Patel Road, Secunderabad - 500003, Telangana, India                                                                         |
| 5.  | Corporate Address                                                                                                                                                                                                                                                  |                                                                                                                                                   |
| 6.  | Email Address                                                                                                                                                                                                                                                      | cs@kaveriseeds.in                                                                                                                                 |
| 7.  | Telephone                                                                                                                                                                                                                                                          | 040 – 27842398/27842405/ 27721457                                                                                                                 |
| 8.  | Website                                                                                                                                                                                                                                                            | <a href="http://www.kaveriseeds.in">http://www.kaveriseeds.in</a>                                                                                 |
| 9.  | Financial Year Reported                                                                                                                                                                                                                                            | 2024-2025                                                                                                                                         |
| 10. | Name of the Stock Exchanges where shares are listed                                                                                                                                                                                                                | National Stock Exchange of India Limited BSE Limited                                                                                              |
| 11. | Paid-up Capital                                                                                                                                                                                                                                                    | Rs.10,28,78,142/-                                                                                                                                 |
| 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 : Mr. G.V.Bhaskar Rao Designation: Managing Director<br>DIN Number : 00892232<br>Tel.No.040-49192344/27842405<br>Email ID: cs@kaveriseeds.in |
| 13. | Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together). | Standalone basis                                                                                                                                  |
| 14. | Name of assurance provider                                                                                                                                                                                                                                         | NA                                                                                                                                                |
| 15. | Type of assurance obtained                                                                                                                                                                                                                                         | NA                                                                                                                                                |

### II. Products/Services

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

| Sl. No. | Description of Main Activity                          | Description of Business Activity                                               | % of turnover of the Company |
|---------|-------------------------------------------------------|--------------------------------------------------------------------------------|------------------------------|
| 1.      | Produce the Cotton, Maize, Paddy and Vegetable seeds. | Production, Distribution, Sales & Marketing of Seeds including Vegetable seeds | 100%                         |

#### 17. Products/Services sold by the Company (accounting for 90% of the turnover)

| Sl. No. | Product/Service             | NIC Code | % of total turnover contributed |
|---------|-----------------------------|----------|---------------------------------|
| 1.      | Seed production and process | 011/3808 | 100%                            |

### III. Operations

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

| Location      | Number of plants | Number of offices | Total |
|---------------|------------------|-------------------|-------|
| National      | 8                | 1                 | 9     |
| International | 0                | 1                 | 1     |

#### 19. Markets served by the Company

##### a. Number of locations

| Locations                        | Number |
|----------------------------------|--------|
| National (No. of States)         | 21     |
| International (No. of Countries) | 1      |

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

1.95%

##### c. Types of customers

Kaveri Seed Company Limited is one of the leading seed producing Company in the country. The Company specializes in the production of multi crop product portfolio crop seeds including maize, cotton, rice, pearl millet, mustard, wheat, sorghum, sunflower and a number of vegetables and is involved in both B2C and B2B markets. The Company serves various customers including farmers, retailers, distributors through its domestic and export business.

### IV. Employees

#### 20. Details as at the end of Financial Year

##### a. Employees and workers (including differently abled):

| Sl. No.   | Particulars              | Total (A) | Male    |           | Female  |           |
|-----------|--------------------------|-----------|---------|-----------|---------|-----------|
|           |                          |           | No. (B) | % (B / A) | No. (C) | % (C / A) |
| EMPLOYEES |                          |           |         |           |         |           |
| 1.        | Permanent (D)            | 1,466     | 1,400   | 95        | 66      | 5         |
| 2.        | Other than Permanent (E) | -         | -       | -         | -       | -         |
| 3.        | Total employees (D + E)  | 1466      | 1400    | 95        | 66      | 5         |
| WORKERS   |                          |           |         |           |         |           |
| 4.        | Permanent (F)            | 0         | 0       | 0         | 0       | 0         |
| 5.        | Other than Permanent (G) | 1255      | 395     | 31        | 860     | 6         |
| 6.        | Total workers (F + G)    | 1255      | 395     | 31        | 860     | 69        |

##### b. Differently abled Employees and workers:

| Sl. No.   | Particulars              | Total (A) | Male    |           | Female  |           |
|-----------|--------------------------|-----------|---------|-----------|---------|-----------|
|           |                          |           | No. (B) | % (B / A) | No. (C) | % (C / A) |
| EMPLOYEES |                          |           |         |           |         |           |
| 1.        | Permanent (D)            | 2         | 2       | 100       | 0       | 0         |
| 2.        | Other than Permanent (E) | 0         | -       | 0         | 0       | 0         |
| 3.        | Total employees (D + E)  | 2         | 2       | 100       | 0       | 0         |
| WORKERS   |                          |           |         |           |         |           |
| 4.        | Permanent (F)            | 0         | 0       | 0         | 0       | 0         |
| 5.        | Other than Permanent (G) | 0         | 0       | 0         | 0       | 0         |
| 6.        | Total workers (F + G)    | 0         | 0       | 0         | 0       | 0         |

## 21. Participation/Inclusion/Representation of Women

|                          | Total (A) | No. and percentage of Females |           |
|--------------------------|-----------|-------------------------------|-----------|
|                          |           | No. (B)                       | % (B / A) |
| Board of Directors       | 10        | 2                             | 20        |
| Key Management Personnel | 3         | 1                             | 33        |

## 22. Turnover rate for permanent employees and workers (disclose trends for the past 3 years)

|                     | FY 2024-25 |        |       | FY 2023-24 |        |       | FY 2022-23 |        |       |
|---------------------|------------|--------|-------|------------|--------|-------|------------|--------|-------|
|                     | Male       | Female | Total | Male       | Female | Total | Male       | Female | Total |
| Permanent Employees | 18         | 13     | 18    | 19.2       | 12.8   | 18.9  | 19         | 14.3   | 18.8  |
| Permanent Workers   | N.A        | N.A    | N.A   | N.A        | N.A    | N.A   | N.A        | N.A    | N.A   |

## V. Holding, Subsidiary and Associate Companies (including joint ventures)

### 23. Name of holding/subsidiary/associate companies/joint ventures

| Sl. No. | Name of the holding/ subsidiary/ associate companies/joint ventures (A) | Indicate whether Holding/Subsidiary/ Associate/Joint Venture | % of shares held by the Company | Does the entity indicated at column A, participate in the Business Responsibility initiatives of the Company (Yes/No) |
|---------|-------------------------------------------------------------------------|--------------------------------------------------------------|---------------------------------|-----------------------------------------------------------------------------------------------------------------------|
| 1       | Kaveri Microteck Private Limited                                        | Subsidiary                                                   | 100                             | Yes                                                                                                                   |
| 2       | Aditya Agritech Private Limited                                         | Subsidiary                                                   | 70                              | Yes                                                                                                                   |
| 3       | Genome Agritech Private Limited                                         | Subsidiary                                                   | 51                              | Yes                                                                                                                   |
| 4       | Genomix Agri Genetics Private Limited                                   | Subsidiary                                                   | 100                             | Yes                                                                                                                   |
| 5.      | Kaveri Seed Company Bangladesh Pvt. Ltd.                                | Subsidiary                                                   | 100                             | Yes                                                                                                                   |

## VI. CSR Details

### 24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: **Yes**

(ii) Turnover (in Rs Lacs.): **1,12,156.69**

(iii) Net worth (in Rs. Lacs): **1,47,475.11**

## VII. Transparency and Disclosure Compliances

### 25. Complaints/Grievances on any of the principles (Principle 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 web link for grievance redressal policy)                                                                                                                             | FY 2024-25                              |                                                           |         | FY 2023-24                              |                                                           |         |
|---------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------|-----------------------------------------------------------|---------|-----------------------------------------|-----------------------------------------------------------|---------|
|                                                   |                                                                                                                                                                                                                                            | No. of complaints filed during the year | No. of complaints pending resolution at close of the year | Remarks | No. of complaints filed during the year | No. of complaints pending resolution at close of the year | Remarks |
| Communities                                       | Yes. A group consisting of senior leadership and the HR Head engages with community leaders to understand and address their concerns. Additionally, a register is maintained at the plant sites for community members to lodge grievances. | NIL                                     | NIL                                                       | NA      | NIL                                     | NIL                                                       | NA      |

| Stakeholder group from whom compliant is received | Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide web link for grievance redressal policy)                                                 | FY 2024-25                              |                                                           |         | FY 2023-24                              |                                                           |         |
|---------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------|-----------------------------------------------------------|---------|-----------------------------------------|-----------------------------------------------------------|---------|
|                                                   |                                                                                                                                                                | No. of complaints filed during the year | No. of complaints pending resolution at close of the year | Remarks | No. of complaints filed during the year | No. of complaints pending resolution at close of the year | Remarks |
| Investors (other than shareholders)               | Yes<br><a href="https://www.kaveriseeds.in/investors/investorcontact/">https://www.kaveriseeds.in/investors/investorcontact/</a>                               | NIL                                     | NIL                                                       | NA      | NIL                                     | NIL                                                       | NA      |
| Shareholders                                      | Yes <a href="https://scores.gov.in">https://scores.gov.in</a>                                                                                                  | NIL                                     | NIL                                                       | NA      | NIL                                     | NIL                                                       | NA      |
| Employees and workers                             | Yes<br><a href="https://www.kaveriseeds.in/images/pdf/images/whistleblowerpolicy.pdf">https://www.kaveriseeds.in/images/pdf/images/whistleblowerpolicy.pdf</a> | NIL                                     | NIL                                                       | NA      | NIL                                     | NIL                                                       | NA      |
| Customers                                         | Yes<br><a href="https://www.kaveriseeds.in/contact-us/">https://www.kaveriseeds.in/contact-us/</a>                                                             | NIL                                     | NIL                                                       | NA      | NIL                                     | NIL                                                       | NA      |
| Value Chain Partners                              | Yes                                                                                                                                                            | NIL                                     | NIL                                                       | NA      | NIL                                     | NIL                                                       | NA      |
| Others                                            | NA                                                                                                                                                             | NIL                                     | NIL                                                       | N.A     | NIL                                     | NIL                                                       | N.A     |

**26. Overview of the Company's material responsible business conduct and sustainability issues pertaining to environment and social matters that present a risk or an opportunity to the business of the Company, rationale for identifying the same approach to adapt or mitigate the risk along with its financial implications, as per the following format:**

| Sl. 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       | Innovative, Process of new Product | Risk                                       | The organization's product development process prioritizes innovation to meet the evolving needs of customers. This approach ensures relevance and drives sustainable growth. | Ensuring R&D capabilities and proven track record in filing, approval and commercialisation of new products and processes.<br><br>Improving internal capabilities, know-how and enhancing process optimisation to strengthen market leadership<br><br>A specialized R&D team is responsible for technology transfer within the company. | Negative                                                                                       |

| Sl. 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) |
|---------|---------------------------|--------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|
| 2.      | Competition Risk          | Risk                                       | Market presence and penetration can be affected by domestic competitions.                                                                            | Building economies of scale in production, distribution and procurement to maintain cost advantage.<br><br>Strengthening long-term relationships with key customers by offering better quality of seed and service know-how. Introducing cost improvement initiatives and enhancing seed processing technologies at plants<br><br>Undertaking R&D initiatives, focusing on new hybrid products. | Negative                                                                                       |
| 3       | Supply Chain & Logistics  | Risk                                       | To account for unprecedented, fast developing market disruptions                                                                                     | Optimising outbound logistics and modes to reduce time and freight cost.<br><br>Produce quality product and build inbound/outbound logistics to ensure efficient supply chain                                                                                                                                                                                                                   | Negative                                                                                       |
| 4.      | Operational risk          |                                            | Efficiency and effectiveness of business operations can be significantly impacted if and when vendor customer relations are not managed effectively. | Stabilising vendor risks and challenges by the implementation of action plans<br><br>Forging long-term partnerships with regional and global pharmaceutical companies to ensure revenue visibility                                                                                                                                                                                              | Negative                                                                                       |
| 5       | Learning and Development  | Opportunity                                | Training plays a pivotal role in equipping employees to make sustainable contributions.                                                              | Persistent training in quality, product development, and environment, health, and safety equips the workforce to effectively handle increased business demand.                                                                                                                                                                                                                                  | Positive                                                                                       |

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

| Disclosure Questions                                                                                                                                                                                                                                        | P1 | P2 | P3 | P4 | P5  | P6                                                                                                                                                  | P7 | P8 | P9                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|----|----|----|-----|-----------------------------------------------------------------------------------------------------------------------------------------------------|----|----|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Policy and management processes</b>                                                                                                                                                                                                                      |    |    |    |    |     |                                                                                                                                                     |    |    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| 1. a. Whether the Company's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)                                                                                                                                             |    |    |    |    | Yes |                                                                                                                                                     |    |    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| b. Has the policy been approved by the Board? (Yes/No)                                                                                                                                                                                                      |    |    |    |    | Yes |                                                                                                                                                     |    |    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| c. Weblink of the policies, if available                                                                                                                                                                                                                    |    |    |    |    |     | <a href="https://www.kaveriseeds.in/investors/corporate-governancepolicies/">https://www.kaveriseeds.in/investors/corporate-governancepolicies/</a> |    |    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| 2. Whether the Company has translated the policy into procedures. (Yes/No)                                                                                                                                                                                  |    |    |    |    | Yes |                                                                                                                                                     |    |    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| 3. Do the enlisted policies extend to the Company's value chain partners? (Yes/ No)                                                                                                                                                                         |    |    |    |    | Yes |                                                                                                                                                     |    |    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| 4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by the Company and mapped to each principle. |    |    |    |    |     |                                                                                                                                                     |    |    | The company follows the Indian Minimum Seed Certification Standards (IMSCS) <ul style="list-style-type: none"> <li>The company also conducts seed testing in accordance with all International Seed Testing Association (ISTA) standards.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| 5. Specific commitments, goals and targets set by the Company with defined timelines, if any.                                                                                                                                                               |    |    |    |    | Yes |                                                                                                                                                     |    |    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| 6. Performance of the Company against the specific commitments, goals and targets along with reasons, in case the same are not met.                                                                                                                         |    |    |    |    |     |                                                                                                                                                     |    |    | Long-Term Sustainability Goals/Targets have been identified and the action plan for achieving the same is tracked on a year-on-year basis.<br>Performance of such principles is also reviewed periodically by the Senior Management.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <b>Governance, leadership and oversight</b>                                                                                                                                                                                                                 |    |    |    |    |     |                                                                                                                                                     |    |    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| 7. <b>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)</b>                               |    |    |    |    |     |                                                                                                                                                     |    |    | Sustainability lies at the soul of company's operational ethos, influencing every facet of its business practices and customer interactions. The company is dedicated to minimizing its environmental footprint as part of its broader ESG objectives. Through the implementation of sustainable practices, resource optimization, and eco-friendly initiatives, the company is actively reducing its carbon footprint and contributing positively to the environment.<br><br>Additionally, the company places a strong emphasis on attracting and developing top talent through comprehensive training, performance management, and employee engagement initiatives. It fosters a positive work environment that encourages continuous learning and recognizes employee contributions. Moreover, the company's CSR efforts are focused on enhancing community welfare through educational programs, skill development, and rural infrastructure projects.<br><br>In essence, the company is committed to driving growth and success while upholding its responsibilities to the environment, its employees, and the communities it serves. |
| 8. <b>Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).</b>                                                                                                                         |    |    |    |    |     |                                                                                                                                                     |    |    | Mr. G.V. Bhaskar Rao, Managing Director (DIN: 00892232) under the guidance of the Board of Directors and its Committees is responsible for implementation and oversight of the Business Responsibility policies.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| 9. <b>Does the Company have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.</b>                                                                          |    |    |    |    |     |                                                                                                                                                     |    |    | Yes Name : Mr. G.V. Bhaskar Rao Designation: Managing Director DIN Number : 00892232 <a href="tel:040-49192344">Tel.No.040-49192344</a> Email ID: <a href="mailto:cs@kaveriseeds.in">cs@kaveriseeds.in</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |

## 10. Details of review of NGRBCs by the Company:

| Subject for review                                                                                               | Indicate whether review was undertaken by Director/Committee of the Board/any other Committee |    |    |    |    |    |    |    |    | Frequency (Annually/Half yearly/Quarterly/ Any other – please specify) |    |    |    |    |    |    |    |    |
|------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|----|----|----|----|----|----|----|----|------------------------------------------------------------------------|----|----|----|----|----|----|----|----|
|                                                                                                                  | 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                                                          |                                                                                               |    |    |    |    |    |    |    |    |                                                                        |    |    |    |    |    |    |    |    |
|                                                                                                                  |                                                                                               |    |    |    |    |    |    |    |    |                                                                        |    |    |    |    |    |    |    |    |
| Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances |                                                                                               |    |    |    |    |    |    |    |    |                                                                        |    |    |    |    |    |    |    |    |
|                                                                                                                  |                                                                                               |    |    |    |    |    |    |    |    |                                                                        |    |    |    |    |    |    |    |    |

11. 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

## 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 Principle 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 Indicator:

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

| Segment                                          | Total number of training and awareness programmes held | Topics/principles covered under the training and its impact                                              | %age of persons in respective category covered by the awareness programmes |
|--------------------------------------------------|--------------------------------------------------------|----------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------|
| Board of Directors                               | 1                                                      | Digital Transformation Ethical Leadership, Code of Conduct and SEBI (PIT) Regulations                    | 100%                                                                       |
| Key Managerial Personnel                         | 1                                                      | Ethics Prevention of Sexual Harassment Whistle Blower Policy, Code of Conduct and SEBI (PIT) Regulations | 100%                                                                       |
| Employees other than Board of Directors and KMPs | 2                                                      | Ethics Prevention of Sexual Harassment Whistle Blower Policy All HR Policies                             | 100%                                                                       |
| Workers                                          | 12                                                     | Code of Conduct Prevention of Sexual Harassment Safety Trainings                                         | 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 the regulatory/ enforcement agencies/ judicial institutions | Amount (In INR) | Brief of the Case | Has an appeal been preferred? (Yes/No) |
| Penalty/ Fine   |                 |                                                                     |                 |                   |                                        |
| Settlement      |                 |                                                                     | NA              |                   |                                        |
| Compounding fee |                 |                                                                     |                 |                   |                                        |

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

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

Kaveri Seed fosters a work culture rooted in high ethical principles and standards. Employees are encouraged to uphold integrity, commitment, and a strong sense of ownership. The company places paramount importance on conducting its business ethically and legally, considering it a foundational pillar of its operations. To address these matters, Kaveri Seeds has established a comprehensive code of conduct and a whistle-blower policy.

<https://www.kaveriseeds.in/wp-content/uploads/2023/08/Policy-on-prevention-of-fraud.pdf>

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

|           | FY 2024-25 | FY 2023-24 |
|-----------|------------|------------|
| Directors | Nil        | Nil        |
| KMPs      |            |            |
| Employees |            |            |
| Workers   |            |            |

**5. Details of complaints with regard to conflict of interest**

|                                                                                              | FY 2024-25 |         | FY 2023-24 |         |
|----------------------------------------------------------------------------------------------|------------|---------|------------|---------|
|                                                                                              | Number     | Remarks | Number     | Remarks |
| Number of complaints received in relation to issues of Conflict of Interest of the Directors | 0          | NA      | 0          | NA      |
| Number of complaints received in relation to issues of Conflict of Interest of the KMPs      | 0          | NA      | 0          | NA      |

**6. 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 conflict of interest.**

No

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

|                                     | FY 2024-25 | FY 2023-24 |
|-------------------------------------|------------|------------|
| Number of days of accounts payables | 291        | 151        |

**8. 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, in the following format:**

| Parameter                  | Metrics                                                                                | FY 2024-25 | FY 2023-24 |
|----------------------------|----------------------------------------------------------------------------------------|------------|------------|
| Concentration of Purchases | a. Purchases from trading houses as % of total purchases                               | --         | -          |
|                            | b. Number of trading houses where purchases are made from                              | -          | -          |
|                            | c. Sales to top 10 dealers / distributors as % of total sales to dealer / distributors | -          | -          |
| Concentration of Sales     | a. Sales to dealer / distributors as % of total sales                                  | 81.59 %    | 77.63 %    |
|                            | b. Number of dealers / distributors to whom sales are made                             | 4325       | 3919       |
|                            | c. Sales to top 10 dealers / distributors as % of total sales to dealer / distributors | 9.92%      | 10.85%     |

| Parameter        | Metrics                                                                     | FY 2024-25 | FY 2023-24 |
|------------------|-----------------------------------------------------------------------------|------------|------------|
| Share of RPTs in | a. Purchases (Purchases with related parties as % of Total Purchases)       | 0.31%      | 0.47%      |
|                  | b. Sales (Sales to related parties as % of Total Sales)                     | 12.99%     | 13.41%     |
|                  | c. Loans & advances given to related parties as % of Total loans & advances | 100%       | 100%       |
|                  | d. Investments in related parties as % of Total Investments made            | 5.48%      | 6.69%      |

### Leadership Indicators

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

| Total number of awareness programmes held | Topics/principles covered under the training | %age of value chain partners covered (by value of business done with such partners) under the awareness programmes |
|-------------------------------------------|----------------------------------------------|--------------------------------------------------------------------------------------------------------------------|
|                                           |                                              |                                                                                                                    |

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

Yes, the Board of Directors is obligated to disclose any interests or concerns in other companies, corporate bodies, firms, or associations using Form MBP 1. If a Director has a vested interest in any agenda item during a meeting, they are required to step aside to prevent any conflict of interest.

## Principle 2 Business should provide goods and services in a manner that is sustainable and safe

### Essential Indicator:

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

| Segment | FY 2024-25 | FY 2023-24 | Details of improvements in environmental and social impacts |
|---------|------------|------------|-------------------------------------------------------------|
| R & D   | 5          | 3          | Development for sustainable crop nutrition product.         |
| Capex   | 3          | 2          | Solvent recovery and recycling across all products.         |

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

The company has consistently worked to retain its seed suppliers by engaging them in two seed production seasons across various geographies, resulting in grower base retention, loyalty, and dependable production. It also employs a substantial number of frontline staff and daily wage workers from nearby villages, supporting local employment. For non-seed products, the company follows a similar approach, focusing on reliability, cost-effectiveness, quality, and timely delivery. These initiatives reflect the company's dedication to strong supplier relationships and sustainable business practices.

**b. If yes, what percentages of inputs were sourced sustainably?**

The company has established a supplier and third-party selection process that considers several parameters, including a preference for vendors who adhere to sustainability principles.

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

|                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| (a) Plastics (including packaging) | The company has implemented various systems to encourage recycling and minimize waste generation. For instance, chemical wash water from seed treatment is recycled to address hazardous waste disposal. Maize shanks generated during dry cob shelling are repurposed for heat generation, helping achieve the necessary temperature for drying wet cobs while reducing energy use. Used chemical containers are also recycled to limit chemical waste and safeguard the environment. Additionally, in the cotton delinting process, dilute sulphuric acid is reused multiple times to reduce waste and maintain a safe, environmentally friendly operation. These efforts highlight the company's strong commitment to sustainability and responsible environmental practices. |
| (b) E-waste                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| (c) Hazardous waste                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| (d) other waste.                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |

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

Yes

**Leadership Indicators**

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

| NIC Code | Name of Product / Service | % of total Turnover contributed | Boundary for which the Life Cycle Perspective / Assessment was conducted | Whether conducted by independent external agency (Yes/No) | Results communicated in public domain (Yes/No) If yes, provide the web-link. |
|----------|---------------------------|---------------------------------|--------------------------------------------------------------------------|-----------------------------------------------------------|------------------------------------------------------------------------------|
| NA       |                           |                                 |                                                                          |                                                           |                                                                              |

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

| Name of Product / Service | Description of the risk / concern | Action Taken |
|---------------------------|-----------------------------------|--------------|
| NA                        |                                   |              |

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

| Indicate input material | Recycled or re-used input material to total material # |            |
|-------------------------|--------------------------------------------------------|------------|
|                         | FY 2024-25                                             | FY 2023-24 |
| NA                      | 0                                                      | 0          |

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

|                                | FY 2024-25 |          |                 | FY 2023-24 |          |                 |
|--------------------------------|------------|----------|-----------------|------------|----------|-----------------|
|                                | Re-used    | Recycled | Safely Disposed | Re-used    | Recycled | Safely Disposed |
| Plastics (including packaging) | 0          | 0        | 410.89          | 0          | 0        | 1211            |
| E-waste                        | 0          | 0        | 0.05            | 0          | 0        | 0.50            |
| Hazardous waste                | 0          | 0        | 0               | 0          | 0        | 0               |
| Other waste                    | 0          | 0        | 0               | 0          | 0        | 0               |

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

| Indicate product category | Reclaimed products and their packaging materials as % of total products sold in respective category |
|---------------------------|-----------------------------------------------------------------------------------------------------|
| Not applicable            |                                                                                                     |

## Principle 3

Business should respect and promote the wellbeing of all employees, including those in their value chains

### Essential Indicator:

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

| Category                       | % of employees covered by |                  |         |                    |         |                    |         |                    |         |                      |         |
|--------------------------------|---------------------------|------------------|---------|--------------------|---------|--------------------|---------|--------------------|---------|----------------------|---------|
|                                | Total<br>(A)              | Health insurance |         | Accident insurance |         | Maternity benefits |         | Paternity benefits |         | Day Care facilities# |         |
|                                |                           | No. (B)          | % (B/A) | No. (C)            | % (C/A) | No. (D)            | % (D/A) | No. (E)            | % (E/A) | No. (F)              | % (F/A) |
| Permanent employees            |                           |                  |         |                    |         |                    |         |                    |         |                      |         |
| Male                           | 1400                      | 1400             | 100%    | 1400               | 100%    | NA                 | NA      | 0                  | 0       | 0                    | 0       |
| Female                         | 66                        | 66               | 100%    | 66                 | 100%    | 66                 | 100%    | NA                 | NA      | 0                    | 0       |
| Total                          | 1466                      | 1466             | 100%    | 1466               | 100%    | 66                 | 100%    | 0                  | 0       | 0                    | 0       |
| Other than Permanent employees |                           |                  |         |                    |         |                    |         |                    |         |                      |         |
| Male                           | NA                        | NA               | NA      | NA                 | NA      | NA                 | NA      | NA                 | NA      | NA                   | NA      |
| Female                         | NA                        | NA               | NA      | NA                 | NA      | NA                 | NA      | NA                 | NA      | NA                   | NA      |
| Total                          | NA                        | NA               | NA      | NA                 | NA      | NA                 | NA      | NA                 | NA      | NA                   | NA      |

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

| Category                     | % of workers covered by |                  |         |                    |         |                    |         |                    |         |                     |         |
|------------------------------|-------------------------|------------------|---------|--------------------|---------|--------------------|---------|--------------------|---------|---------------------|---------|
|                              | Total<br>(A)            | Health insurance |         | Accident insurance |         | Maternity benefits |         | Paternity benefits |         | Day Care facilities |         |
|                              |                         | No. (B)          | % (B/A) | No. (C)            | % (C/A) | No. (D)            | % (D/A) | No. (E)            | % (E/A) | No. (F)             | % (F/A) |
| Permanent Workers            |                         |                  |         |                    |         |                    |         |                    |         |                     |         |
| Male                         | NA                      | NA               | NA      | NA                 | NA      | NA                 | NA      | NA                 | NA      | NA                  | NA      |
| Female                       | NA                      | NA               | NA      | NA                 | NA      | NA                 | NA      | NA                 | NA      | NA                  | NA      |
| Total                        | NA                      | NA               | NA      | NA                 | NA      | NA                 | NA      | NA                 | NA      | NA                  | NA      |
| Other than Permanent Workers |                         |                  |         |                    |         |                    |         |                    |         |                     |         |
| Male                         | 395                     | 395              | 100%    | 395                | 100%    | NA                 | 0%      | NA                 | NA      | NA                  | NA      |
| Female                       | 860                     | 860              | 100%    | 860                | 100%    | 860                | 100%    | NA                 | NA      | 860                 | 100%    |
| Total                        | 1255                    | 1255             | 100%    | 1255               | 100%    | 860                | 100%    | NA                 | NA      | 860                 | 100%    |

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

|                                                                            | FY 2024-25 | FY 2023-24 |
|----------------------------------------------------------------------------|------------|------------|
| Cost incurred on wellbeing measures as a % of total revenue of the company | 0.14       | 0.16       |

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

| Benefits               | FY 2024-25                                         |                                                |                                                      | FY 2023-24                                         |                                                |                                                      |
|------------------------|----------------------------------------------------|------------------------------------------------|------------------------------------------------------|----------------------------------------------------|------------------------------------------------|------------------------------------------------------|
|                        | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) |
| PF                     | 100%                                               | 100%                                           | Yes                                                  | 100%                                               | 100%                                           | Yes                                                  |
| Gratuity               | 100%                                               | 100%                                           | Yes                                                  | 100%                                               | 100%                                           | Yes                                                  |
| ESI                    | 100%                                               | 100%                                           | Yes                                                  | 100%                                               | 100%                                           | Yes                                                  |
| Others- please specify | -                                                  | -                                              | -                                                    | -                                                  | -                                              | -                                                    |

## 3. Accessibility of workplaces

Are the premises/offices of the Company 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 Company in this regard.

Yes

The company has proactively ensured accessibility for differently abled employees by providing premises equipped with both staircases and elevators to accommodate diverse mobility needs. It also promptly addresses any specific requirements as they arise.

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

<https://www.kaveriseeds.in/wp-content/uploads/2025/07/Equal-Opportunity-Policy.pdf>

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

| Gender | Permanent Employees |                | Permanent Workers   |                |
|--------|---------------------|----------------|---------------------|----------------|
|        | Return to work rate | Retention Rate | Return to work rate | Retention Rate |
| 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              | NA                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Other than permanent workers   | Workers have the option to directly visit the HR office to discuss their grievances with HR personnel. These grievances are documented in the system and addressed promptly, with the resolution process also recorded for future reference. Employees can also raise concerns over the phone, which are similarly documented and resolved by HR. To accommodate workers who may face challenges in submitting written complaints, the company has established a walk-in and phone-based grievance mechanism.                                                                                                                                                                                     |
| Permanent employees            | Employees can directly visit the HR office or communicate with HR over the phone to share their grievances and seek resolution. Alternatively, grievances may be submitted in writing to <a href="mailto:grievancecell@kaveriseeds.in">grievancecell@kaveriseeds.in</a> . The company ensures that all grievances are addressed within seven working days from the date of receipt. This process is documented as part of the company's policy and is effectively communicated to all employees. Additionally, HR conducts employee-HR connect programs, offering every employee a formal platform to raise concerns. All grievances are thoroughly documented and resolved by the HR department. |
| Other than permanent employees | NA                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |

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

| Category                  | FY 2024-25                                          |                                                                                                |        | FY 2023-24                                          |                                                                                                |        |
|---------------------------|-----------------------------------------------------|------------------------------------------------------------------------------------------------|--------|-----------------------------------------------------|------------------------------------------------------------------------------------------------|--------|
|                           | 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 | NA                                                  |                                                                                                |        | NA                                                  |                                                                                                |        |
| - Male                    |                                                     |                                                                                                |        |                                                     |                                                                                                |        |
| - Female                  |                                                     |                                                                                                |        |                                                     |                                                                                                |        |
| Total Permanent Workers   |                                                     |                                                                                                |        |                                                     |                                                                                                |        |
| - Male                    |                                                     |                                                                                                |        |                                                     |                                                                                                |        |
| - Female                  |                                                     |                                                                                                |        |                                                     |                                                                                                |        |

## 8. Details of training given to employees and workers:

| Category  | FY 2024-25   |                                  |         |                         |         | FY 2023-24   |                                  |         |                         |         |
|-----------|--------------|----------------------------------|---------|-------------------------|---------|--------------|----------------------------------|---------|-------------------------|---------|
|           | Total<br>(A) | On health and<br>safety measures |         | On skill<br>upgradation |         | Total<br>(D) | On health and<br>safety measures |         | On skill<br>upgradation |         |
|           |              | No. (B)                          | % (B/A) | No. (C)                 | % (C/A) |              | No. (E)                          | % (E/D) | No. (F)                 | % (F/D) |
| Employees |              |                                  |         |                         |         |              |                                  |         |                         |         |
| Male      | 1400         | 1400                             | 100%    | 1000                    | 71%     | 1286         | 1286                             | 100%    | 368                     | 28%     |
| Female    | 66           | 66                               | 100%    | 50                      | 76%     | 56           | 56                               | 100%    | 12                      | 22%     |
| Total     | 1466         | 1466                             | 100%    | 1050                    | 72%     | 1342         | 1342                             | 100%    | 380                     | 27%     |
| Workers   |              |                                  |         |                         |         |              |                                  |         |                         |         |
| Male      | 395          | 395                              | 100%    | 237                     | 60%     | 411          | 411                              | 100%    | 205                     | 50%     |
| Female    | 860          | 860                              | 100%    | 516                     | 60%     | 127          | 127                              | 100%    | 70                      | 55%     |
| Total     | 1255         | 1255                             | 100%    | 753                     | 60%     | 538          | 538                              | 100%    | 275                     | 51%     |

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

| Category         | FY 2024-25  |             |             | FY 2023-24  |             |             |
|------------------|-------------|-------------|-------------|-------------|-------------|-------------|
|                  | Total (A)   | No. (B)     | % (B/A)     | Total (C)   | No. (D)     | % (D/C)     |
| <b>Employees</b> |             |             |             |             |             |             |
| Male             | 1400        | 1400        | 100%        | 1286        | 1286        | 100%        |
| Female           | 66          | 66          | 100%        | 56          | 56          | 100%        |
| <b>Total</b>     | <b>1466</b> | <b>1466</b> | <b>100%</b> | <b>1342</b> | <b>1342</b> | <b>100%</b> |
| <b>Workers</b>   |             |             |             |             |             |             |
| Male             | 395         | 395         | 100%        | 411         | 411         | 100%        |
| Female           | 860         | 860         | 100%        | 127         | 127         | 100%        |
| <b>Total</b>     | <b>1255</b> | <b>1255</b> | <b>100%</b> | <b>538</b>  | <b>538</b>  | <b>100%</b> |

## 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. An Occupational Health and Safety Management System (OHSMS) has been implemented across the organization, encompassing both Corporate Office and Plant Locations. Coverage of the system includes Fire safety and emergency preparedness, Ergonomic workplace assessments, Health and wellness programs Periodic safety drills and awareness training at Corporate and at Plant Locations Risk control measures, Machinery safety, PPE adherence, Regular safety audits, employee safety training, Health surveillance and medical check-ups for plant workforce. The system ensures compliance with statutory regulations and fosters a culture of safety, prevention, and continuous improvement across all operational levels.

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

Daily standup meetings are conducted in the organisation to explain the safety measures, and the proper use of machinery. Routine checks and safety audits are conducted to identify potential hazards. Risk assessments are carried out both for regular operations and for non-routine tasks like maintenance and repairs.

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

Yes, we have a well-defined reporting process where workers can report work-related hazards directly to their supervisors or through designated safety channels. Employees are trained to recognize unsafe situations and are empowered to remove themselves from hazardous conditions until corrective action is taken. Regular training sessions, mock drills, and awareness programs are conducted to reinforce this safety culture.

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

Yes, employees have access to nearby medical facilities that can cater to both occupational and non-occupational medical needs. First-aid facilities are available at the plant site ensuring timely medical attention in case of emergencies. Periodic health camps and wellness check-ups are also organized to take care of the general health of employees beyond work-related concerns.

**11. Details of safety related incidents, in the following format:**

| Safety Incident /Number                                                       | Category  | FY 2024-25 | FY 2023-24 |
|-------------------------------------------------------------------------------|-----------|------------|------------|
| Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) | Employees | NIL        | NIL        |
|                                                                               | Workers   |            |            |
| Total recordable work-related injuries                                        | Employees |            |            |
|                                                                               | Workers   |            |            |
| No. of fatalities                                                             | Employees |            |            |
|                                                                               | Workers   |            |            |
| High consequence work-related injury or ill-health (excluding fatalities)     | Employees |            |            |
|                                                                               | Workers   |            |            |

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

The company has established a rigorous preventive maintenance schedule for all buildings and machinery, ensuring regular inspections and timely upkeep to minimize equipment-related issues. Employees receive comprehensive training before being assigned machinery-related tasks, with their competency verified through assessments. The premises are equipped with a robust fire safety system, including strategically placed devices and equipment. Employees are trained in their proper use, and emergency exits are clearly marked and easily accessible. Regular health check-ups and wellness campaigns are conducted across office and factory locations, reflecting the company's commitment to employee well-being. To promote equality, appropriate amenities are provided for both male and female employees, including special facilities such as a creche for women employees. A stringent cleaning protocol is followed, with office areas cleaned twice daily. In factories, dedicated personnel ensure continuous cleanliness, maintaining a hygienic work environment.

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

|                    | FY 2024-25            |                                           |         | FY 2023-24            |                                           |         |
|--------------------|-----------------------|-------------------------------------------|---------|-----------------------|-------------------------------------------|---------|
|                    | Filed during the year | Pending resolution at the end of the year | Remarks | Filed during the year | Pending resolution at the end of the year | Remarks |
| Working Conditions | NIL                   |                                           |         | NIL                   |                                           |         |
| Health & Safety    |                       |                                           |         |                       |                                           |         |

**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.**

The Company places utmost importance on preventing safety-related incidents. Whenever such incidents occur, thorough investigations take place. The insights gained from these investigative reports are then disseminated throughout the entire organization. This dissemination facilitates the implementation of corrective measures to prevent the recurrence of similar incidents. Regular safety audits assess the effectiveness of these corrective actions. Additionally, any significant risks or concerns identified during the assessment of Health and Safety Practices are systematically addressed through a hierarchy of risk control measures.

### Leadership Indicators

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

Yes

**2. Provide the measures undertaken by the entity to ensure payment of statutory dues by the value chain partners.**

The company diligently monitors and tracks compliance related to statutory dues by contractors who supply third-party resources. This monitoring occurs during regular invoice processing. Additionally, periodic audits are conducted to ensure on-going compliances

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

|           | Total No. of affected employees/workers |            | No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment |            |
|-----------|-----------------------------------------|------------|---------------------------------------------------------------------------------------------------------------------------------------------------|------------|
|           | FY 2024-25                              | FY 2023-24 | FY 2024-25                                                                                                                                        | FY 2023-24 |
| Employees | NIL                                     | NIL        | NIL                                                                                                                                               | NIL        |
| Workers   | NIL                                     | NIL        | NIL                                                                                                                                               | NIL        |

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

Yes

**5. Details on assessment of value chain partners:**

|                             | % of value chain partners (by value of business done with such partners) that were assessed |
|-----------------------------|---------------------------------------------------------------------------------------------|
| Health and safety practices | 100%                                                                                        |
| Working Conditions          | 100%                                                                                        |

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

The Company has conducts audit from time to time for evidence of their position on certain criteria.

## Principle 4 Business should respect the interests of and be responsive to all its stakeholders

### Essential Indicator:

#### 1. Describe the processes for identifying key stakeholder groups of the Company.

The company has identified both internal and external stakeholders who have a direct influence on its operations and activities

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

| Stakeholder Group     | Whether identified as vulnerable & marginalised group (Yes/No) | Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, 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                                                                                            |
|-----------------------|----------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Shareholder           | NO                                                             | Annual General Meeting, Shareholder meets, email, Stock Exchange (SE) intimations, investor/ analysts meet/conference calls, annual report, quarterly results, press releases and publications, company's websites.                                                                                                             | As per need meetings are conducted. Generally AGM/EGM takes place.                  | Financial performance, Business updates, Risk Management, Growth plans, Value creation, Dividends, profitability and financial stability.                                                  |
| Employees and Workers | NO                                                             | Use digital as well as physical channels of communication including but not limited to e-mails, leadership meetings and appraisal and training programmes for personal and professional growth. Employee engagement, wellness, and safety initiatives. Learning and development initiatives and capability development programs | Continuous                                                                          | Career development opportunities. Regular training Employee engagement.<br><br>Wellness and safety<br>Fulfilment of the Company's vision, mission and achieving sustainability objectives. |

| Stakeholder Group                | Whether identified as vulnerable & marginalised group (Yes/No) | Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, 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                                                                                                                                                                                                                                                                                                                  |
|----------------------------------|----------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Farmers & Farming Community      | Yes                                                            | Physical and virtual meetings, customer events, dealer and distributor meets, visits, calls, e-mail and website.<br><br>Nutrient and crop Protection recommendation, field demonstrations, farm mechanization services                                                                            | Frequent and need based                                                             | Better and sustainable crop yields. Product quality standards and Reliability.<br><br>Economical and cost-effective farming.<br><br>The organization actively collaborates with its customers to ensure a consistent supply of products. Additionally, it keeps customers informed about new offerings, actively participates in bids and tenders, and strives to maximize the reach and impact of its products. |
| Supply partners and Distributors | NO                                                             | Dealers and Distributor meetings, One-to-one meetings, Annual reviews Contracts, e-mails, calls, virtual interactions Periodic surveys Sales channels Channel Partner Meet                                                                                                                        | Frequent and need based                                                             | Long-term partnership Favourable product and value Proposition.<br><br>Ease of doing business. Timely payment as per terms. Assurance of timely supply.<br><br>Sustained communication and marketing support.                                                                                                                                                                                                    |
| Investors                        | NO                                                             | The company engages with its shareholders, prospective investors, and research analysts through various channels, including investor meetings, conference calls, earnings presentations, investor events, email communications, press releases, stock exchange notifications, and annual reports. | Quarterly and need based                                                            | The organization actively engages with investors to empower them in making informed decisions about investing in the company. Key areas of engagement include regular updates on business and financial performance, the company's strategic direction, growth opportunities, and associated risks.                                                                                                              |

| Stakeholder Group | Whether identified as vulnerable & marginalised group (Yes/No) | Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, 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                                                            | The organization actively engages with the community through a combination of physical visits and digital communication channels. As part of CSR partnership initiatives and implementation of CSR related projects.                                                                                  | Frequent and need based                                                             | As a fundamental principle, the organization actively contributes to society. Our corporate social responsibility initiatives and employee volunteering programs focus on critical areas such as education, health, education and rural development. Community development and progress. Improved quality of life.                                                                      |
| Regulators        | NO                                                             | The organization engages with authorities through email correspondence, meetings, and periodic submissions.<br><br>Compliance with regulatory requirements, notifications, circulars, and guidelines Regular meetings, seminars and participation in industry forums. Regulatory visits/ Interaction. | Need based                                                                          | The organization engages with regulatory authorities to fulfil its responsibilities effectively. Also, engagement with policymakers focuses on understanding and discussing industry-related matters.<br><br>Safety, environmental and social compliance<br>Sound Corporate Governance - fair dealings, conduct and transparency, timely disclosures. Regulatory and legal compliances. |

### Leadership Indicators

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

The company's management actively engages with key stakeholders, including investors, customers, suppliers, and employees. Feedback from these consultations is regularly shared with the Board during quarterly meetings.

**2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**

Yes, effective engagement enables the organization to align stakeholder needs with organizational goals, forming the foundation for strategic development. By utilizing multiple communication platforms, the company engages with a diverse range of stakeholders to understand their unique requirements and concerns. Based on this understanding, suitable strategies are devised to address these needs. Both internal and external stakeholders have identified key material topics related to environmental, social, and governance (ESG) factors that may impact Kaveri's business. These topics, including product availability, responsible pricing, affordability, high-quality standards, safety, and anti-bribery measures, have been incorporated into Kaveri's action areas and sustainability framework.

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

The organization places significant emphasis on engaging with stakeholders and prioritizes meeting their needs and expectations while remaining sensitive to their concerns. This core value is deeply embedded in the company's culture and is evident through its proactive, responsive, and transparent approach to stakeholder interactions. As part of this commitment, the company has implemented a whistle-blower policy that encourages employees, channel partners, and vendors to report any significant deviations from key management policies, instances of non-compliance, or other improper practices. Additionally, an investor grievance cell has been established to address and resolve investor concerns effectively.

## Principle 5 Business should respect and promote human rights

### Essential Indicator:

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

| Category               | FY 2024-25  |                                       |             | FY 2023-24  |                                       |             |
|------------------------|-------------|---------------------------------------|-------------|-------------|---------------------------------------|-------------|
|                        | Total (A)   | No. of employees /workers covered (B) | % (B/A)     | Total (C)   | No. of employees /workers covered (D) | % (D/C)     |
| <b>Employees</b>       |             |                                       |             |             |                                       |             |
| Permanent              | 1466        | 1466                                  | 100%        | 1342        | 1342                                  | 100%        |
| Other than Permanent   | -           | -                                     | -           | -           | -                                     | -           |
| <b>Total Employees</b> | <b>1466</b> | <b>1466</b>                           | <b>100%</b> | <b>1342</b> | <b>1342</b>                           | <b>100%</b> |
| <b>Workers</b>         |             |                                       |             |             |                                       |             |
| Permanent              | -           | -                                     | -           | -           | -                                     | -           |
| Other than Permanent   | 1255        | 1255                                  | 100%        | 538         | 538                                   | 100%        |
| <b>Total Workers</b>   | <b>1255</b> | <b>1255</b>                           | <b>100%</b> | <b>538</b>  | <b>538</b>                            | <b>100%</b> |

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

| Category                    | FY 2024-25 |                       |         |                        |         | FY 2023-24 |                       |         |                        |         |
|-----------------------------|------------|-----------------------|---------|------------------------|---------|------------|-----------------------|---------|------------------------|---------|
|                             | Total (A)  | Equal to Minimum Wage |         | More than Minimum Wage |         | Total (D)  | Equal to Minimum Wage |         | More than Minimum Wage |         |
|                             |            | No. (B)               | % (B/A) | No. (C)                | % (C/A) |            | No. (E)               | % (E/D) | No. (F)                | % (F/D) |
| <b>Employees</b>            |            |                       |         |                        |         |            |                       |         |                        |         |
| <b>Permanent</b>            |            |                       |         |                        |         |            |                       |         |                        |         |
| Male                        | 1400       | -                     | -       | 1400                   | 100%    | 1286       | -                     | -       | 1286                   | 100%    |
| Female                      | 66         | -                     | -       | 66                     | 100%    | 56         | -                     | -       | 56                     | 100%    |
| <b>Other than Permanent</b> |            |                       |         |                        |         |            |                       |         |                        |         |
| Male                        | -          | -                     | -       | -                      | -       | -          | -                     | -       | -                      | -       |
| Female                      | -          | -                     | -       | -                      | -       | -          | -                     | -       | -                      | -       |

| Category             | FY 2024-25   |                          |         |                           |         | FY 2023-24   |                          |         |                           |         |
|----------------------|--------------|--------------------------|---------|---------------------------|---------|--------------|--------------------------|---------|---------------------------|---------|
|                      | Total<br>(A) | Equal to<br>Minimum Wage |         | More than<br>Minimum Wage |         | Total<br>(D) | Equal to<br>Minimum Wage |         | More than<br>Minimum Wage |         |
|                      |              | No. (B)                  | % (B/A) | No. (C)                   | % (C/A) |              | No. (E)                  | % (E/D) | No. (F)                   | % (F/D) |
| Workers              |              |                          |         |                           |         |              |                          |         |                           |         |
| Permanent            |              |                          |         |                           |         |              |                          |         |                           |         |
| Male                 | -            | -                        | -       | -                         | -       | -            | -                        | -       | -                         | -       |
| Female               | -            | -                        | -       | -                         | -       | -            | -                        | -       | -                         | -       |
| Other than Permanent |              |                          |         |                           |         |              |                          |         |                           |         |
| Male                 | 395          | 395                      | 100%    | -                         | -       | 411          | 411                      | 100%    | -                         | -       |
| Female               | 860          | 860                      | 100%    | -                         | -       | 127          | 127                      | 100%    | -                         | -       |

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

a. The details are provided below:

|                                  | Male   |                                                             | Female |                                                           |
|----------------------------------|--------|-------------------------------------------------------------|--------|-----------------------------------------------------------|
|                                  | Number | Median remuneration / salary / wages of respective category | Number | Median remuneration/ salary/ wages of respective category |
| Board of Directors (BoD)         | 4      | 14,19,840                                                   | 1      | 34,08,127                                                 |
| Key Managerial Personnel         | 18     | 5,30,135                                                    | -      | -                                                         |
| Employees other than BoD and KMP | 1378   | 32,232                                                      | 65     | 23,575                                                    |
| Workers                          | -      | -                                                           | -      | -                                                         |

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

|                                                 | FY 2024-25 | FY 2023-24 |
|-------------------------------------------------|------------|------------|
| Gross wages paid to females as % of total wages | 3%         | 2.37%      |

**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)**

No

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

Kaveri Seeds Company Ltd. has proactively addressed human rights concerns through the implementation of key policies, including a comprehensive Code of Conduct, a robust Whistleblower Policy, and a Prevention of Sexual Harassment Policy. The company takes strict action against individuals found in violation of these policies.

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

The details are provided below:

| Category                          | FY 2024-25            |                                           |         | FY 2023-24            |                                           |         |
|-----------------------------------|-----------------------|-------------------------------------------|---------|-----------------------|-------------------------------------------|---------|
|                                   | Filed during the year | Pending resolution at the end of the year | Remarks | Filed during the year | Pending resolution at the end of the year | Remarks |
| Sexual Harassment                 | Nil                   |                                           |         | Nil                   |                                           |         |
| Discrimination at workplace       |                       |                                           |         |                       |                                           |         |
| Child Labour                      |                       |                                           |         |                       |                                           |         |
| Forced Labour/Involuntary Labour  |                       |                                           |         |                       |                                           |         |
| Wages                             |                       |                                           |         |                       |                                           |         |
| Other Human rights related issues |                       |                                           |         |                       |                                           |         |

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

|                                                                                                                                        | FY 2024-25 | FY 2023-24 |
|----------------------------------------------------------------------------------------------------------------------------------------|------------|------------|
| i) Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH) | NIL        | NIL        |
| ii) Female employees / workers                                                                                                         |            |            |
| iii) Complaints on POSH as a % of female employees / workers                                                                           |            |            |
| iv) Complaints on POSH upheld                                                                                                          |            |            |

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

Yes, to prevent adverse consequences for complainants in cases of discrimination and harassment, the Company has established a robust framework. This includes a comprehensive Code of Conduct that sets clear expectations for respectful and dignified behaviour among employees, specifically addressing discrimination and harassment. Confidential reporting channels are provided to ensure employees can report incidents without fear of retaliation. Through this strong framework, the Company is committed to maintaining a safe, inclusive, and respectful workplace, while reinforcing its core values of integrity, accountability, and fairness.

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

Yes

**10. Assessment for the year:**

|                                  | % of the Company's plants and offices that were assessed (by the Company or statutory authorities or third parties) |
|----------------------------------|---------------------------------------------------------------------------------------------------------------------|
| Child Labour                     | 100%                                                                                                                |
| Forced Labour/Involuntary Labour | 100%                                                                                                                |
| Sexual Harassment                | 100%                                                                                                                |
| Discrimination at workplace      | 100%                                                                                                                |
| Wages                            | 100%                                                                                                                |
| Other- please specify            | 0%                                                                                                                  |

**11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.**

NA

**Leadership Indicators**

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

The company has formally adopted the Business and Human Rights Policy. So far, there have been no reported grievances related to this policy.

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

None

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

Yes, The Company ensures that most of its working locations are accessible to differently abled individuals.

#### 4. Details on assessment of value chain partners:

|                                  | % of value chain partners (by value of business done with such partners) that were assessed |
|----------------------------------|---------------------------------------------------------------------------------------------|
| Sexual Harassment                | Nil                                                                                         |
| Discrimination at workplace      |                                                                                             |
| Child Labour                     |                                                                                             |
| Forced Labour/Involuntary Labour |                                                                                             |
| Wages                            |                                                                                             |
| Others – please specify          |                                                                                             |

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

Not applicable

## Principle 6 Business should respect and make efforts to protect and restore the environment.

### Essential Indicator:

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

| Parameter                                                                                                                                                       | FY 2024-25        | FY 2023-24       |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|------------------|
| <b>From renewable sources</b>                                                                                                                                   |                   |                  |
| Total electricity consumption (A)                                                                                                                               | Nil               | Nil              |
| Total fuel consumption (B)                                                                                                                                      | Nil               | Nil              |
| Energy consumption sources (C)                                                                                                                                  | Nil               | Nil              |
| <b>Total energy consumed from renewable sources (A+B+C)</b>                                                                                                     | <b>Nil</b>        | <b>Nil</b>       |
| <b>From non-renewable sources</b>                                                                                                                               |                   |                  |
| Total electricity consumption (D)                                                                                                                               | 38,690.63         | 37,563.72        |
| Total fuel consumption (E)                                                                                                                                      | 2,182.42          | 2,078.49         |
| Energy consumption sources (F)                                                                                                                                  | -                 | -                |
| <b>Total energy consumed from non-renewable sources (D+E+F)</b>                                                                                                 | <b>40,873.051</b> | <b>39,642.22</b> |
| <b>Total energy consumed (A+B+C+D+E+F)</b>                                                                                                                      | <b>40,873.051</b> | <b>39,642.22</b> |
| <b>Energy intensity per rupee of turnover</b> (Total energy consumed / Revenue from operations)                                                                 | 0.36              | 0.37             |
| <b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP)*    | 7.44              | 7.64             |
| <b>Energy intensity in terms of physical output</b>                                                                                                             | -                 | -                |
| Energy intensity (optional) – the relevant metric may be selected by the entity                                                                                 | -                 | -                |
| <b>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.</b> | No                | No               |

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

Not Applicable

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

| Parameter                                                                                                                                                        | FY 2024-25    | FY 2023-24       |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|------------------|
| <b>Water withdrawal by source (in kiloliters)</b>                                                                                                                |               |                  |
| (i) Surface water                                                                                                                                                | -             | -                |
| (ii) Groundwater                                                                                                                                                 | 12,106        | 11,810.27        |
| (iii) Third party water                                                                                                                                          | -             | -                |
| (iv) Seawater / desalinated water                                                                                                                                | -             | -                |
| (v) Others                                                                                                                                                       | -             | -                |
| <b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>                                                                                  | <b>12,106</b> | <b>11,810.27</b> |
| <b>Total volume of water consumption (in kilolitres)</b>                                                                                                         | <b>12,106</b> | <b>11,810.27</b> |
| <b>Water intensity per rupee of turnover</b> (Total water consumption / Revenue from operations)                                                                 | 0.11          | 0.11             |
| <b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP)     | 2.27          | 2.51             |
| <b>Water intensity in terms of physical output</b>                                                                                                               | -             | -                |
| <b>Water intensity</b> (optional) – the relevant metric may be selected by the entity                                                                            | -             | -                |
| <b>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.</b> | No            | No               |

### 4. Provide the following details related to water discharged:

| Parameter                                                                                                                                                        | FY 2024-25 | FY 2023-24 |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|------------|
| <b>Water discharge by destination and level of treatment (in kilolitres)</b>                                                                                     |            |            |
| (i) To Surface water                                                                                                                                             |            |            |
| - No treatment                                                                                                                                                   | -          | -          |
| - With treatment – please specify level of treatment                                                                                                             | -          | -          |
| (ii) To Groundwater                                                                                                                                              |            |            |
| - No treatment                                                                                                                                                   | -          | -          |
| - With treatment – please specify level of treatment                                                                                                             | -          | -          |
| (iii) To Seawater                                                                                                                                                |            |            |
| - No treatment                                                                                                                                                   | -          | -          |
| - With treatment – please specify level of treatment                                                                                                             | -          | -          |
| (iv) Sent to third-parties                                                                                                                                       |            |            |
| - No treatment                                                                                                                                                   | -          | -          |
| - With treatment – please specify level of treatment                                                                                                             | -          | -          |
| (v) Others                                                                                                                                                       |            |            |
| - No treatment                                                                                                                                                   | -          | -          |
| - With treatment – please specify level of treatment                                                                                                             | -          | -          |
| <b>Total water discharged (in kilolitres)</b>                                                                                                                    | <b>-</b>   | <b>-</b>   |
| <b>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.</b> | No         | No         |

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

Yes, the Company has zero liquid discharge installed at some of its locations.

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

| Parameter                                                                                                                                                         | Unit   | FY 2024-25 | FY 2023-24 |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|------------|------------|
| NO <sub>x</sub>                                                                                                                                                   | T/year | 0.33       | 0.32       |
| SO <sub>x</sub>                                                                                                                                                   | T/year | 0.15       | 0.14       |
| Particulate matter (PM)                                                                                                                                           | T/year | 0.13       | 0.14       |
| Persistent organic pollutants (POP)                                                                                                                               | T/year | -          | -          |
| Volatile organic compounds (VOC)                                                                                                                                  | T/year | 0.02       | 0.02       |
| Hazardous air pollutants (HAP)                                                                                                                                    | T/year | -          | -          |
| Others – please specify Mercury, Cadmium, Chromium etc.                                                                                                           | T/year | 28.95      | 29.81      |
| <b>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.</b> |        | No         |            |

**7. Provide details of greenhouse gas emissions (Scope1 and Scope 2 emissions) & its intensity, in the following format:**

| Parameter                                                                                                                                                                                                 | Unit                                          | FY 2024-25 | FY 2023-24 |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------|------------|------------|
| <b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)                              | Metric tonnes of CO <sub>2</sub> equivalent   | 1603.7     | 1557       |
| <b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)                              | Metric tonnes of CO <sub>2</sub> equivalent   | 2366       | 2298       |
| <b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)                                                             | MT CO <sub>2</sub> / Rupee of turnover        | 0.04       | 0.03       |
| <b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP) | MT of CO <sub>2</sub> equivalent / Rs in lakh | 0.73       | 0.62       |
| <b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>                                                                                                                           | -                                             | -          | -          |
| <b>Total Scope 1 and Scope 2 emission intensity</b> (optional) – the relevant metric may be selected by the entity                                                                                        | -                                             | -          | -          |
| <b>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.</b>                                         | No                                            | No         | No         |

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

Yes, The Company actively pursues a comprehensive strategy to mitigate Greenhouse Gas (GHG) emissions. As part of our commitment to environmentally friendly practices, we have introduced battery-operated vehicles within our plant premises. This initiative not only aligns with our environmental goals but also enhances overall operational efficiency.

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

| Parameter                                                                                                                                                        | FY 2024-25  | FY 2023-24   |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|--------------|
| <b>Total Waste generated (in metric tonnes)</b>                                                                                                                  |             |              |
| Plastic waste (A)                                                                                                                                                | 3.06        | 3.004        |
| E-waste (B)                                                                                                                                                      | 0.73        | 0.72         |
| Bio-medical waste (C)                                                                                                                                            | NA          | NA           |
| Construction and demolition waste (D)                                                                                                                            | NA          | NA           |
| Battery waste (E)                                                                                                                                                | NA          | NA           |
| Radioactive waste (F)                                                                                                                                            | NA          | NA           |
| Other Hazardous waste. Please specify, if any. (G)                                                                                                               | NA          | NA           |
| Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)                              | NA          | NA           |
| <b>Total (A+B + C + D + E + F + G + H)</b>                                                                                                                       | <b>3.79</b> | <b>3.724</b> |
| <b>Waste intensity per rupee of turnover</b> (Total waste generated /Revenue from operations)                                                                    | 0.00003     | 0.00003      |
| <b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP)       | 0.00062     | 0.00068      |
| <b>Waste intensity in terms of physical output</b>                                                                                                               | -           | -            |
| <b>Waste intensity</b> (optional) – the relevant metric may be selected by the entity                                                                            | -           | -            |
| <b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>                   |             |              |
| <b>Category of waste</b>                                                                                                                                         |             |              |
| (i) Recycled                                                                                                                                                     | NIL         | NIL          |
| (ii) Re-used                                                                                                                                                     | -           | -            |
| (iii) Other recovery operations                                                                                                                                  | -           | -            |
| <b>Total</b>                                                                                                                                                     | <b>NIL</b>  | <b>NIL</b>   |
| <b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>                                                |             |              |
| <b>Category of waste</b>                                                                                                                                         |             |              |
| (i) Incineration                                                                                                                                                 | -           | -            |
| (ii) Landfilling                                                                                                                                                 | -           | -            |
| (iii) Other disposal operations                                                                                                                                  | -           | -            |
| <b>Total</b>                                                                                                                                                     | -           | -            |
| <b>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.</b> | No          | No           |

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

The Company has proactively implemented comprehensive measures to enhance its waste management practices. With unwavering dedication to environmental responsibility, these initiatives underscore the company's commitment to minimizing its ecological footprint and promoting sustainable operations.

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

| Sl. 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. |
|----------------|--------------------------------|--------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Not Applicable |                                |                    |                                                                                                                                                             |

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

| Name and brief details of project | EIA Notification No. | Date | Whether conducted by independent external agency (Yes / No) | Results communicated in public domain (Yes / No) | Relevant Web link |
|-----------------------------------|----------------------|------|-------------------------------------------------------------|--------------------------------------------------|-------------------|
| Not Applicable                    |                      |      |                                                             |                                                  |                   |

**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). If not, provide details of all such non-compliances, in the following format:**

| Sl. 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 |
|----------------|-----------------------------------------------------------------------|---------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------------------|
| Not Applicable |                                                                       |                                       |                                                                                                           |                                 |

**Leadership Indicators**

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

For each facility / plant located in areas of water stress, provide the following information:

- (i) Name of the area –
- (ii) Nature of operations –
- (iii) Water withdrawal, consumption and discharge in the following format:

| Parameter                                                                             | FY 2024-25 | FY 2023-24 |
|---------------------------------------------------------------------------------------|------------|------------|
| <b>Water withdrawal by source (in kilolitres)</b>                                     |            |            |
| (i) Surface water                                                                     | NA         | NA         |
| (ii) Groundwater                                                                      | -          | -          |
| (iii) Third party water                                                               | -          | -          |
| (iv) Seawater / desalinated water                                                     | -          | -          |
| (v) Others                                                                            | -          | -          |
| <b>Total volume of water withdrawal (in kiloliters)</b>                               | -          | -          |
| <b>Total volume of water consumption (in kiloliters)</b>                              | -          | -          |
| <b>Water intensity per rupee of turnover</b> (Water consumed / turnover)              | -          | -          |
| <b>Water intensity</b> (optional) – the relevant metric may be selected by the entity | -          | -          |
| <b>Water discharge by destination and level of treatment (in kilolitres)</b>          |            |            |
| (i) Into Surface water                                                                | NA         | NA         |
| - No treatment                                                                        | -          | -          |
| - With treatment – please specify level of treatment                                  | -          | -          |
| (ii) Into Groundwater                                                                 | -          | -          |
| - No treatment                                                                        | -          | -          |
| - With treatment – please specify level of treatment                                  | -          | -          |
| (iii) Into Seawater                                                                   | -          | -          |
| - No treatment                                                                        | -          | -          |
| - With treatment – please specify level of treatment                                  | -          | -          |
| (iv) Sent to third-parties                                                            | -          | -          |
| - No treatment                                                                        | -          | -          |
| - With treatment – please specify level of treatment                                  | -          | -          |

| Parameter                                                                                                                                                        | FY 2024-25 | FY 2023-24 |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|------------|
| (v) Others                                                                                                                                                       | -          | -          |
| - No treatment                                                                                                                                                   | -          | -          |
| - With treatment – please specify level of treatment                                                                                                             | -          | -          |
| <b>Total water discharged (in kilolitres)</b>                                                                                                                    | -          | -          |
| <b>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.</b> | No         | No         |

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

| Parameter                                                                                                                                                                    | Unit | FY 2024-25 | FY 2023-24 |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|------------|------------|
| <b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available) | -    | -          | -          |
| <b>Total Scope 3 emissions per rupee of turnover</b>                                                                                                                         | -    | -          | -          |
| <b>Total Scope 3 emission intensity</b>                                                                                                                                      | -    | -          | -          |
| <b>Note: Indicate if any independent assessment, evaluation, or assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.</b>         | -    | -          | -          |

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

NA

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

| Sl. No. | Initiative undertaken | Details of the initiative (Web-link, if any, may be provided along-with summary) | Outcome of the initiative |
|---------|-----------------------|----------------------------------------------------------------------------------|---------------------------|
|---------|-----------------------|----------------------------------------------------------------------------------|---------------------------|

The Company has strategically implemented several measures to enhance operational efficiency and sustainability.

**Cold Storage Upgrades – Pamulaparthi Facility**

Several enhancements were implemented at the existing cold storage facility in Pamulaparthi to improve operational efficiency and storage capacity:

**1. Racking System Upgrade:**

- The existing static racking system was replaced with mobile racking.
- This change significantly improved space utilization, increasing orability (usable storage space) from 35% to 75%.

**2. Refrigeration System Modernization:**

- The earlier centralized ammonia-based refrigeration system was decommissioned.
- It has been replaced with decentralized, independent refrigeration units using Freon compressors.
- This decentralization enhances system reliability, simplifies maintenance, and offers better temperature control across different chambers.

These upgrades are expected to result in better energy efficiency, increased storage capacity, and improved operational flexibility

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

The company demonstrates unwavering commitment to establishing disaster recovery mechanisms for its critical business systems. Regular disaster recovery drills are conducted to validate the effectiveness of these systems and processes, simulating potential adverse events. This proactive approach ensures preparedness and the ability to swiftly and effectively respond to any unforeseen circumstances

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

No such incident has occurred. We provide awareness and training to the farmers. The Company is actively working to identify any potential adverse environmental impacts arising from its value chain.

**7. % of Value chain partners (by value of business done with such partners) that were assessed for Environmental Impacts?**

No adverse impact to the environment

**8. How Many green credits have been generated or produced**

a By the listed entity- **Nil**

b By the top ten ( in terms of value of purchase and sales respectively) value chain partners- **NA**

## Principle 7

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

**Essential Indicator:****1. a. Number of affiliations with trade and industry chambers/associations.**

7

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

| Sl. No. | Name of the trade and industry chambers/associations            | Type of operations |
|---------|-----------------------------------------------------------------|--------------------|
| 1.      | Seedsman Association                                            | National           |
| 2       | Confederation of Indian Industry                                | National           |
| 3       | The Federation Telangna Chambers of Commerce & Industry (FTCCI) | National           |
| 4       | National Seed Association of India                              | National           |
| 5       | The Asia & Pacific Seed of Association, Bangkok                 | International      |
| 6       | Seed Association of Madhya Pradesh                              | National           |
| 7       | Seed Association of Maharashtra                                 | National           |

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

| Name of the authority | Brief of the case | Corrective action taken |
|-----------------------|-------------------|-------------------------|
|                       | NA                |                         |

## Leadership Indicators

### 1. Details of public policy positions advocated by the Company:

| Sl. No. | Public Policy advocated | Method resorted for such advocacy | Whether information available in public domain? (Yes/ No) | Frequency of Review by Board (Annually/ Half yearly/ Quarterly/Others- please specify) | Web Link, if available |
|---------|-------------------------|-----------------------------------|-----------------------------------------------------------|----------------------------------------------------------------------------------------|------------------------|
| NA      |                         |                                   |                                                           |                                                                                        |                        |

## Principle 8 Businesses should promote inclusive growth and equitable development.

### Essential Indicator:

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

| Name and brief details of project | SIA Notification No | Date of notification | Whether conducted by independent external agency (Yes / No) | Results communicated in public domain (Yes / No) | Relevant Web link |
|-----------------------------------|---------------------|----------------------|-------------------------------------------------------------|--------------------------------------------------|-------------------|
| Not Applicable                    |                     |                      |                                                             |                                                  |                   |

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

| Sl. No.        | Name of Project for which R&R is ongoing | State | District | No. of Project Affected Families (PAFs) | % of PAFs covered by R&R | Amounts paid to PAFs in the FY (In INR) |
|----------------|------------------------------------------|-------|----------|-----------------------------------------|--------------------------|-----------------------------------------|
| Not Applicable |                                          |       |          |                                         |                          |                                         |

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

The organization actively engages with the local community through its Corporate Social Responsibility (CSR) initiatives, demonstrating a strong commitment to its social responsibilities. It goes beyond identifying issues by taking proactive steps to address and resolve them, driving meaningful and positive change within the community.

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

|                                             | FY 2024-25 | FY 2023-24 |
|---------------------------------------------|------------|------------|
| Directly sourced from MSMEs/small producers | 12.43%     | 9.21%      |
| Sourced directly from within India          | 99.86%     | 99.88%     |

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 | FY 2023-24 |
|-----------------------------------------|------------|------------|
| <b>Rural</b>                            |            |            |
| % of Job creation in Rural areas        | 29%        | 31%        |
| <b>Semi-urban</b>                       |            |            |
| % of Job creation in Semi-urban areas   | -          | 23%        |
| <b>Urban</b>                            |            |            |
| % of Job creation in Urban areas        | 13%        | 33%        |
| <b>Metropolitan</b>                     |            |            |
| % of Job creation in Metropolitan areas | 59%        | 13%        |

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

### Leadership Indicators

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

| Details of negative social impact identified | Corrective action taken |
|----------------------------------------------|-------------------------|
| NA                                           |                         |

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

| Sl. No. | State | Aspirational District | Amount spent (In INR) |
|---------|-------|-----------------------|-----------------------|
| Nil     |       |                       |                       |

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups?  
No
- (b) From which marginalized/vulnerable groups do you procure?  
NA
- (c) What percentage of total procurement (by value) does it constitute?  
NA

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

| Sl. No. | Intellectual Property based on traditional knowledge | Owned/ Acquired (Yes/ No) | Benefit shared (Yes/No) | Basis of calculating benefit share |
|---------|------------------------------------------------------|---------------------------|-------------------------|------------------------------------|
| NA      |                                                      |                           |                         |                                    |

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

| Name of authority | Brief of the Case | Corrective action taken |
|-------------------|-------------------|-------------------------|
| NA                |                   |                         |

6. Details of beneficiaries of CSR Projects:

| Sl. No. | CSR Project                      | No. of persons benefitted from CSR Projects | % of beneficiaries from vulnerable and marginalized group |
|---------|----------------------------------|---------------------------------------------|-----------------------------------------------------------|
| 1       | Educational Development Projects | 1500                                        | 50%                                                       |
| 2       | Rural Development Projects       | 3000                                        | 35%                                                       |

## Principle 9 Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicator:

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

The Company places a strong emphasis on customer satisfaction and provides multiple channels for submitting grievances and feedback. Customers can easily reach out by visiting the company's website at <https://www.kaveriseeds.in/contact-us/>

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 | 0                                 |
| Safe and responsible usage                                  | 100                               |
| Recycling and/or safe disposal                              | 0                                 |

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

| Number of consumer complaints in respect of the following: | FY 2024-25               |                                   |         | FY 2023-24               |                                   |         |
|------------------------------------------------------------|--------------------------|-----------------------------------|---------|--------------------------|-----------------------------------|---------|
|                                                            | Received during the year | Pending resolution at end of year | Remarks | Received during the year | Pending resolution at end of year | Remarks |
| Data privacy                                               | Nil                      |                                   |         | Nil                      |                                   |         |
| Advertising                                                |                          |                                   |         |                          |                                   |         |
| Cyber-security                                             |                          |                                   |         |                          |                                   |         |
| Delivery of essential services                             |                          |                                   |         |                          |                                   |         |
| Restrictive Trade Practices                                |                          |                                   |         |                          |                                   |         |
| Unfair Trade Practices                                     |                          |                                   |         |                          |                                   |         |
| Other                                                      |                          |                                   |         |                          |                                   |         |

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

|                   | Number | Reasons for recall |
|-------------------|--------|--------------------|
| Voluntary recalls | 0      | NA                 |
| Forced recalls    | 0      | NA                 |

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

Policy available (Yes/No): Yes, The Company has detailed framework on cyber security and risks related to data privacy.

(<https://www.kaveriseeds.in/wp-content/uploads/2023/08/Cyber-Security-Policy.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.**

The company has entrusted its cyber security to a leading IT services provider through outsourcing. Regular assessments and corrective measures are implemented to enhance the organization's cyber security posture. Additionally, a data privacy policy has been established in alignment with proposed personal data privacy laws, and appropriate actions will be taken in accordance with these regulations

**7. Provide the following information relating to data breaches:**

- Number of instances of data breaches along-with impact: **0**
- Percentage of data breaches involving personally identifiable information of customer: **0**
- Impact, if any, of the data breaches: **NA**

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

The company's product offerings are conveniently accessible through its official website: <https://www.kaveriseeds.in/>. Customers seeking assistance can reach out via the designated company email address, [info@kaveriseeds.in](mailto:info@kaveriseeds.in), or by calling the provided contact number, 040 49192345. and various social media platforms such as face book, What sap and YouTube.

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

The company upholds a strong commitment to transparency in all its operations, with a consistent focus on product quality through innovative practices. Quality management is an integral part of the company's stewardship, supported by well-established processes and systems that ensure high standards across the product lifecycle. Furthermore, the company organizes educational initiatives for farmers through village-level meetings, offering guidance on improved agronomic practices and plant protection strategies and product publication material also provided in various languages with each package.

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

The marketing team directly engages with the trade network, which includes dealers, distributors, and farmers, through personal interactions. Additionally, they occasionally employ written communication, such as letters, to connect with channel partners like dealers and distributors

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

Product information over and above: **Yes**

Survey Carried out: **Yes**