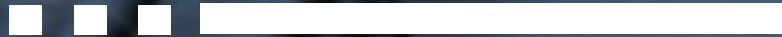




***HEG ESG Data Score card
FY 2023-24***



Environment

Environment

Waste Management

| Parameter | FY 2023-24 | FY 2022-23 | FY 2021-22 |
|--|-----------------|-----------------|----------------|
| Total Waste generated (in metric tonnes) | | | |
| Plastic Waste (A) | 208.14 | 332.9 | 343.4 |
| E-Waste(B) | 2.32 | 5.19 | 5.15 |
| Bio-medical waste (C) | 0.003312 | 0.00572 | 0.0074 |
| Construction and demolition waste (D) | 5 | 63.58 | 0 |
| Battery waste (E) | 0 | 2.82 | 9.82 |
| Radioactive waste (F) | Nil | Nil | Nil |
| Other Hazardous waste (G) <i>(Oil waste, oil drums waste, cotton waste & Chemical waste)</i> | 40.44 | 59.34 | 51.17 |
| Other Non-hazardous waste generated (H). <i>Please specify, if any. (Garbage, paper waste, process waste, metallic scrap, electrical waste, old machinery, refractory waste, wood waste, horticulture waste.)</i> | 9,160.504 | 4,911.976 | 2951.24 |
| Total (A+B + C + D + E + F + G + H) | 9,416.41 | 5,375.88 | 3360.79 |

Environment

Waste Management

| Parameter | FY 2023-24 | FY 2022-23 | FY 2021-22 |
|--|-----------------|-----------------|----------------|
| For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes) | | | |
| Category of waste | | | |
| 1. Recycled | 1,332.77 | 2,135.60 | 1707.6 |
| 2. Re-used | 7,728.87 | 2,772.22 | 1367.11 |
| 3. Other recovery operations | 0 | 2.82 | 9.82 |
| Total | 9,061.64 | 4,910.64 | 3084.53 |
| For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes) | | | |
| Category of waste | | | |
| 1. Incineration | 0.003312 | 0.00572 | 0.007 |
| 2. Landfilling | 349.76 | 401.66 | 276.25 |
| 3. Other disposal operations | 5 | 63.58 | 0 |
| Total | 354.76 | 465.25 | 276.26 |

Environment

Energy Management

| Parameter | FY 2023-24 | FY 2022-23 | FY 2021-22 |
|--|------------|------------|------------|
| Total energy consumption (in Joules or multiples) | | | |
| From Renewable sources | | | |
| Total electricity consumption (A) (In Giga Joules) | 14,310 | 15,133 | 14,980 |
| Total fuel consumption (B) (In Giga Joules) | Nil | Nil | Nil |
| Energy consumption through other sources (C) (In Giga Joules) | Nil | Nil | Nil |
| Total energy consumption from renewable sources (A+B+C) (In Giga Joules) | 14,310 | 15,133 | 14,980 |
| From Non-Renewable source | | | |
| Total electricity consumption (D) (In Giga Joules) | 13,41,646 | 13,49,508 | 12,94,952 |
| Total fuel consumption (E) (In Giga Joules) | 6,23,304 | 6,71,803 | 6,39,766 |
| Energy consumption through other sources (F) (In Giga Joules) | Nil | Nil | Nil |
| Total energy consumption from non- renewable sources (D+E+F) (In Giga Joules) | 19,64,950 | 20,21,311 | 19,34,718 |
| Total energy consumed (A+B+C+D+E+F) (In Giga Joules) | 19,79,260 | 20,36,444 | 19,49, 698 |

Environment

Water Management

| Parameter | FY 2023-24 | FY 2022-23 | FY 2021-22 |
|---|-----------------|-----------------|-----------------|
| Water withdrawal by source (in kilolitres) | | | |
| 1. Surface water | - | - | - |
| 2. Groundwater | 77,180 | 69,470 | 61,170 |
| 3. Third party water | 3,51,351 | 3,30,067 | 3,25,586 |
| 4. Seawater / desalinated water | - | - | - |
| 5. Others | - | - | - |
| Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v) | 4,28,531 | 3,99,537 | 3,86,756 |
| Total volume of water consumption (in kilolitres) | 4,28,531 | 3,99,537 | 3,86,756 |
| Water discharge by destination and level of treatment (in kilolitres) | | | |
| Total water discharge (in kilolitres) | 0 | 0 | 0 |

Environment

Air Emission Management

| Parameter | FY 2023-24 | FY 2022-23 |
|--|------------|------------|
| Air emissions other than GHG emissions (in Metric tonnes) | | |
| NOx | 34.38 | 31.8 |
| Sox | 112.92 | 108.2 |
| Particulate matter (PM) | 160.36 | 140.75 |
| Persistent organic pollutants (POP) | - | - |
| Volatile organic compounds (VOC) | - | - |
| Hazardous air pollutants (HAP) | - | - |
| Others – please Specify | - | - |

Environment

GHG Emission Management

| Parameter | FY 2023-24 | FY 2022-23* |
|---|-----------------|-------------|
| GHG emissions (Metric tonnes of CO2 equivalent) | | |
| Total Scope 1 emissions | 90,300.97** | 48,415.01 |
| Total Scope 2 emissions (location-based) | 2,66,838.54 | 2,68,385.85 |
| Total Scope 3 emissions | 3,60,255 | - |
| Total GHG Emissions (Scope 1+ Scope 2*+ Scope 3) *location-based | 7,17,395 | - |

*The previous year's figures have been recalculated as per the IPCC guidelines based on SEBI's directives.
 **In FY 2023-24, we expanded our Scope 1 emissions inventory to encompass process emissions.

Environment

GHG Emission Management – Scope 3

| Category | Scope 3 (tCO ₂ e) | FY 2023-24 |
|-----------|-----------------------------------|-----------------|
| C1 | Purchased goods and services | 89,216 |
| C2 | Capital goods | 4,775 |
| C3 | Fuel and energy related emissions | 1,59,243 |
| C4 | Upstream transportation | 1,02,437 |
| C5 | Waste generated in operations | 50 |
| C6 | Business travel | 112 |
| C7 | Employee commute | 444 |
| C9 | Downstream transportation | 3,977 |
| | Total | 3,60,255 |

Social

Workforce bifurcation - age and gender-wise (Employees)

| Category | Male | | | Female | | |
|-----------------|------------|----------------|------------|------------|----------------|------------|
| | < 30 years | 30 to 50 years | > 50 years | < 30 years | 30 to 50 years | > 50 years |
| KMP | - | 2 | 2 | - | - | - |
| Leadership | 9 | 110 | 20 | 1 | 3 | 2 |
| Officer | 83 | 63 | 21 | 7 | 5 | - |
| Technical Staff | 172 | 67 | 11 | - | - | - |
| Staff | 2 | 9 | 8 | 1 | - | - |

Workforce bifurcation - age and gender-wise (Workers)

| Category | Male | | | Female | | |
|----------|------------|----------------|------------|------------|----------------|------------|
| | < 30 years | 30 to 50 years | > 50 years | < 30 years | 30 to 50 years | > 50 years |
| Workers | 18 | 332 | 128 | - | - | - |

Social

Human Capital Development

| | FY 2021-22 | FY 2022-23 | FY 2023-24 |
|---|------------|------------|------------|
| Total number of new employee hires | 86 | 122 | 278 |
| Percentage of open positions filled by internal candidates (internal hires) | 43 | 42 | 15 |
| Average hiring cost/ FTE Currency (INR) | 2549.69 | 2326.02 | 2412.80 |

| Employee Level | Average Women Salary | Average Men Salary |
|--|----------------------|--------------------|
| Executive level (base salary only) | - | 193726.54 |
| Executive level (base salary + other cash incentives) | - | 193726.54 |
| Management level (base salary only) | 36999 | 89522.78 |
| Management level (base salary + other cash incentives) | 36999 | 89522.78 |
| Non-management level (base salary only) | 27502 | 36793.89 |

Representation of women

FY 2023-24

| | |
|--|-----|
| Share of women in total workforce (as % of total workforce) | 3% |
| Share of women in all management positions, including junior, middle and top management (as % of total management positions) | 4% |
| Share of women in junior management positions, i.e. first level of management (as % of total junior management positions) | 6% |
| Share of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions (as % of total top management positions) | 0% |
| Share of women in management positions in revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.) | 12% |

Social

Average hours per FTE of training and development is 5.92 hours

| Employee training | FY 2022-23 | | FY 2023-24 | |
|----------------------------|------------|------------|------------|------------|
| | Male (%) | Female (%) | Male (%) | Female (%) |
| Health and safety measures | 54 | 43 | 84 | 79 |
| Skill upgradation | 65 | 57 | 64 | 21 |

| Worker's training | FY 2022-23 | | FY 2023-24 | |
|----------------------------|------------|------------|------------|------------|
| | Male (%) | Female (%) | Male (%) | Female (%) |
| Health and safety measures | 73 | - | 70 | - |
| Skill upgradation | 24 | - | 33 | - |

Zero complaints: Sexual harassment or discrimination, in FY 2023-24.

Social

| Employee Turnover Rate | FY 2021-22 | FY 2022-23 | FY 2023-24 |
|--|-------------------|-------------------|-------------------|
| Total employee turnover rate | 15% | 10% | 13% |
| Voluntary employee turnover rate | 15% | 10% | 13% |
| Data coverage (as % of all FTEs globally) | 100% | 100% | 100% |

| Training | FY 2023-24 |
|---|---------------------------|
| Average amount spent per FTE on training and development | INR 2154 per FTE per year |
| % of FTEs participating in employee development program | 84% |

Social

Safety – Employees & Contractors

| Safety incident | Category* | FY 2022-23 | FY 2023-24 |
|---|-----------|------------|------------|
| Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) | Employees | 9.71 | 0 |
| | Workers | 5.99 | 2.48 |
| Total recordable work-related injuries | Employees | 1 | 0 |
| | Workers | 3 | 1 |
| No. of fatalities | Employees | 0 | 0 |
| | Workers | 0 | 0 |
| High consequence work-related injury or ill-health (excluding fatalities) | Employees | 0 | 0 |
| | Workers | 1 | 0 |

Governance

Governance

Contributions

FY 2023-24

Lobbying, interest Representation or similar

No contribution

Political contribution

14,40,00,000 INR

Reporting areas

Number of breaches

Corruption or Bribery

0

Discrimination or Harassment

0

Customer Privacy Data

0

Conflicts of Interest

0

Money Laundering or Insider trading

0

Governance

- No, founding individuals or family members individually do not have more than 5% of the voting rights
- It is mandatory for all listed companies to hold Board Meetings four times a year. Attendance is crucial for all members. However, if a member is unable to attend, they must inform the Board in advance. Missing a meeting without prior notice is not acceptable.