



Sustainable by Design



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As responsible corporate citizen, we at Exide have long sought to incorporate sustainable practices across our operations, building on decades of experience to create enduring value for our stakeholders and society.

Our maiden Sustainability Report offers insights into how we integrate these practices into our business operations and future strategies. It contains details of initiatives taken by us to meet our Environmental, Social, and Governance (ESG) goals, as well as associated structures, policies and plans.

We thank all stakeholders for their cooperation and encouragement in sustaining our mission of sustainable growth, fulfilling our commitments, and cementing Exide’s reputation as a value-driven organisation.



About the report

Reporting period and boundaries

The report presents information relating to our non-financial (social and environmental) and governance performance. The primary reporting period considered is between April 01, 2021 and March 31, 2022. The report has been prepared on a standalone basis.

Framework adopted

This report has been prepared in reference with the GRI Standards issued by the Global Sustainability Standard Board (GSSB), nine principles of the National Voluntary Guidelines and the United Nations Sustainable Development Goals (UNSDGs).

Materiality approach

The information in the report is structured around our priorities and the major topics that our stakeholders have highlighted. We followed the principle of materiality to identify and assess the impact of each material topic. We have used GRI standards while mapping the material topic important to us and the stakeholders.

Stakeholder feedback

Any insight/observation will be appreciated:

Email - cosec@exide.co.in
investor.relations@exide.co.in

Forward-looking statements

Certain statements in the report concerning future prospects may be forward-looking statements which involve a number of underlying identified/non-identified risks and uncertainties that could cause actual results to differ materially. In addition to the foregoing changes in the macro-environment, a global pandemic like COVID-19 may pose an unforeseen, unprecedented, unascertainable and constantly evolving risk(s), inter-alia, to the Company and the environment in which it operates. The results of these assumptions made, relying on available internal and external information, are the basis for determining certain facts and figures stated in the report. Since the factors underlying these assumptions are subject to change over time, the estimates on which they are based are also subject to change accordingly. These forward-looking statements represent only the Company’s current intentions, beliefs or expectations, and any forward-looking statement speaks only as of the date on which it was made. The Company assumes no obligation to revise or update any forward-looking statements, whether as a result of new information, future events, or otherwise.

Delivering powerful solutions for over 75 years

Exide Industries Limited (Exide) has established a sterling reputation of being one of the largest power storage companies in India, with a production capacity of over 57 million automobile batteries and more than 5 billion ampere-hours of industrial power production capacity. This legacy of over 75 years, was built on ethical conduct and prudent professional practices.

Our products and services continue to address the diverse and unique needs of customers in more than 60 countries. We have also entered into various technical collaborations with leading organisations worldwide, allowing us to launch new and unique

products that are the foundation for a brighter future.

Building on our core strengths, we also constantly invest towards enhancing our manufacturing capabilities and diversifying our

offering into emerging applications. This enables us to achieve operational excellence and maintain sustainable operations. Over the past few years, we have focused on entering sunrise sectors such as renewable energy and more efficient lead-acid batteries.



Vision

To become a Global Power House respected by customers and preferred by investors, known for innovative products and solutions



Mission

To outperform the market, by exceeding expectations of customers and shareholders through the accelerated evolution of people, processes and technologies in its journey towards excellence

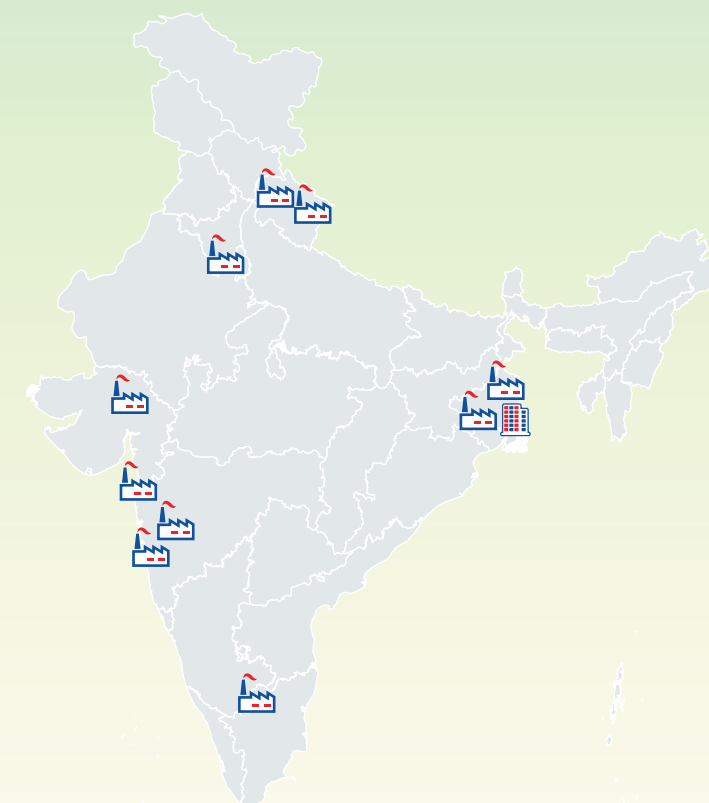


Cultural pillars

- Partner with Customer & Stakeholder
- Develop & Empower Team
- Manage by Process & Facts
- Innovate & Lead Change
- Promote Cross Functional Collaboration
- Inspire Excellence
- Treat others with Respect & Dignity
- Act with Integrity



Our presence



Headquarters

Kolkata, West Bengal



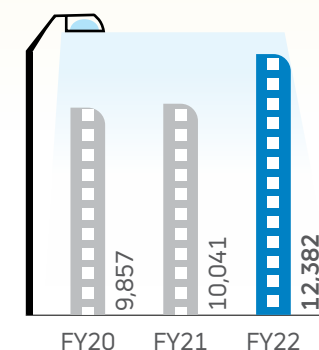
Manufacturing plants

- Ahmednagar, Maharashtra
- Bawal, Haryana
- Chinchwad, Maharashtra
- Haldia, West Bengal
- Haridwar, Uttarakhand
- Hosur, Tamil Nadu
- Prantij, Gujarat
- Roorkee, Uttarakhand
- Shamnagar, West Bengal
- Taloja, Maharashtra

Our financial highlights

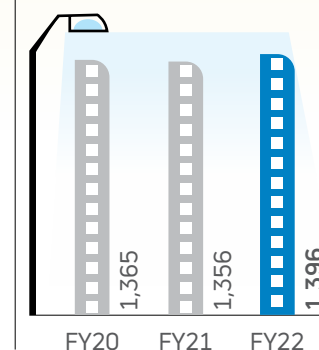
Revenues

(₹ In Crore)



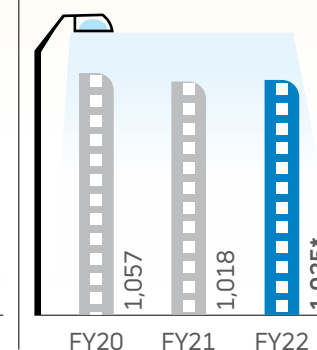
EBITDA

(₹ In Crore)



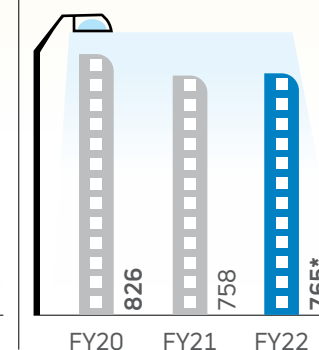
PBT

(₹ In Crore)



PAT

(₹ In Crore)



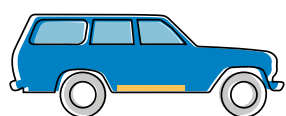
* excluding the exceptional gain of ₹ 4683.53 Crore and corresponding tax thereon

Our comprehensive portfolio

We have been a leading player in the lead-acid battery industry. With a strong product portfolio, Exide is always innovating and producing products and services that not only meet the expectations of diverse downstream users, but also contribute towards reducing their environmental footprint.

Key applications

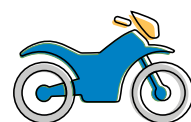
Automotive



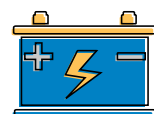
4-wheeler



3-wheeler



2-wheeler



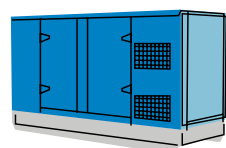
Inverter Battery



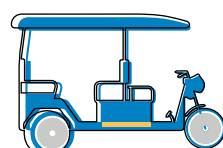
Home UPS



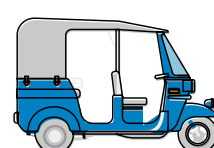
Integrated power backup systems



Genset



E- Rickshaw



ERK Vehicle

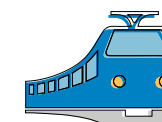
Industrial



Industrial-UPS



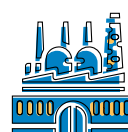
Solar



Railways



Telecom



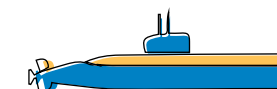
Power and Infrastructure Projects



Traction



Mines



Sub-marine

Our Brands

EXIDE

SF BATTERIES

DYNEX

nexcharge
Exide Leclanche Energy Private Limited

CHLORIDE

INDEX

CEIL
TRUSTED BATTERY SYSTEMS

BLACK PANTHER

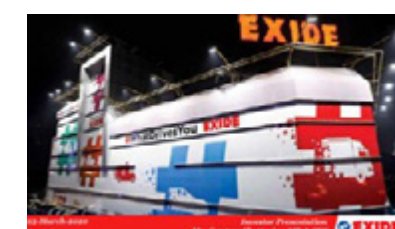
For more details on products offered and operational highlights refer to our Annual Report and Corporate presentation



Annual Report 2021-22



Scan the QR code to read more



Corporate presentation



Scan the QR code to read more

The year in retrospect



Environment

18%
Green energy consumption



Social

2.15+ Lakh
People benefitted through CSR initiatives in FY 2021-22



Governance

4 : 1 : 4
E NE ID
Ideal mix of Executive(E), Non-Executive (NE) and Independent Directors (ID) on the Board, bringing diverse experience

45%+
Of lead used from captive recycled sources

₹63Crore+
CSR expenditure incurred in 3 years

Separate
Chairman & CEO appointed in the Company for more than a decade

8.4%
YoY reduction in water intensity per rupee of turnover

0.20
Lost-Time Injury Frequency Rate

< 2%
Of net profit paid as Board remuneration against mandate of 11%

1.73GJ*
Energy intensity per rupee of turnover

31,250+hours
of training provided

95%+
Attendance at Board meetings

*Gigajoule



Financial

₹12,462 Crore
Direct value generated (A)

₹11,433 Crore
Economic value distributed (B)

₹1,029 Crore
Economic value retained (A - B)

₹10,176 Crore
Operational cost

₹263 Crore
Payment to Government*

₹789 Crore
Employee benefits

₹21 Crore
Community investments

₹208 Crore
Payments to providers of capital

*Direct tax paid in FY2021-22

Chairman's perspective

Dear Shareholders,

The pandemic is one of the biggest disruptors in the living memory. We have survived difficult phases of the pandemic in the year under review and I hope you and your families are well and safe.

Amid the crisis, there was a rare silver lining. We witnessed remarkable emphasis on health and well-being and sustainability by nations and businesses globally. We also saw an urgency to shift from traditional ways of doing business towards adopting more responsible and sustainable processes and practices for value creation.

We realise that there has never been a time more opportune to report our performance on the sustainability front. Sustainability has been an integral part of our corporate credo, long before it was adopted as a corporate buzzword. However, this is our first Sustainability Report, which includes the Company's performance, which is aligned with the Global Reporting Initiative (GRI) framework for the

period April 1, 2021, to March 31, 2022. I am confident that this Report will serve as an important cornerstone to evaluate our ESG performance in the coming years, as we steadily step up our investments and initiatives to safeguard the interests of all stakeholders.

Ensuring responsible business conduct

With sustainability at the core of Exide's strategy, we strive to be a force for good, ensuring responsible business conduct and the overall well-being of our employees and communities in which we operate. We are committed to a circular economy and consistently optimise our water, waste, carbon and energy footprint,

by aiming to achieve stricter than mandated standards and doing our bit in combating climate change.

In line with our nation's commitment to achieve net-zero emissions by 2070, our Company plans to achieve the same by 2050. Our innovations will remain focused on the development of products, technologies, and processes that strengthen our commitment to the environment. To contribute towards a circular economy as well as to optimise our costs, we will aim to recover and reprocess lead to the extent possible.

Managing Environmental, Social, and Governance (ESG) risks is a business imperative and directly

66

In line with our nation's commitment to achieve net zero emissions by 2070, our Company plans to achieve the same by 2050.

99

66

Our workforce is our greatest strength, and their health and safety can never be compromised.

99

affects shareholder value and profitability in the long-run. The need for us to consume resources wisely, regulate carbon emissions and manage social and governance factors, are more pressing than ever. To that end, much of our strategic thinking takes place.

Empowering our stakeholders

We enable those we hire, those we work with and those around us, to not only live better, but also participate in their personal and professional progress by providing meaningful opportunities. Protecting the environment, providing basic education, ensuring proper healthcare, community empowerment, and employability are the cardinal pillars of our CSR

philosophy. Our workforce is our greatest strength, and their health and safety can never be compromised. Our strong corporate governance framework ensures transparency, ethical business standards and communication with all stakeholders. Our esteemed Board and members of the leadership team are dedicated towards enhancing value for all in a responsible way. I am confident that Exide will continue to lead the industry in environmental, social and governance parameters and I am thankful for the support of all our stakeholders in our journey.

Regards,

Bharat D Shah
Chairman

From the desk of MD & CEO

Dear Shareholders,

At Exide, we believe that sustainability is at the core of our purpose, culture and business. The pandemic has only accelerated the adoption of sustainable means of doing business.

This is especially true for a company that is shaping the future of battery technology – which is what Exide has been doing for the last 75 years.

In our continuous efforts to address climate change, we have taken measures to ensure responsible sourcing of raw materials. We have made production processes more efficient by reducing our water and energy footprint, while cutting down on waste. We have formulated a well-defined environmental and sustainability plan, and are working towards reducing our GHG emissions. We have set ourselves an ambitious target to double our renewable energy capacity by 2030. We have already scaled up our renewable energy (solar) consumption

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We have set ourselves an ambitious target to double our renewable energy capacity by 2030.

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to 18% (as compared to 1% in FY 2018-19), and will be boosting our solar generation by 35% plus in the forthcoming year.

The recovery of lead is also a major focus area and we have set up an elaborate market recovery process through our dealer network. At the other end, we have established a wholly owned subsidiary, Chloride Metals Limited, for reprocessing lead. This backward integration project efficiently meets nearly 45% of our lead and lead alloy requirements, while maintaining high quality standards.

We are determined to keep intensifying our meaningful and lasting impact across all dimensions of ESG, from employees to supply chain partners, customers, local

communities and institutions at local and global levels. By weaving sustainability and societal impact into all facets of our business, we aim to create long-term value for all stakeholders and deliver profitable growth.

With our continuous innovation, we have launched products which are more efficient and are eco-friendly in nature. It has enabled us to consciously respond to stakeholders' expectations and lower the environmental impact.

Exide is as much about people as it is about technology. With an aim to foster harmony, innovation, pride, and trust among co-workers, we encourage a diverse and inclusive work culture, and try to provide a healthy and conducive

66

Our ability to emerge resilient from a year marked by several headwinds, while maintaining our commitment to sustainability, demonstrates our agility and fortitude.

99

work environment to our employees. We continue to create awareness about our policies and embed the Exide Leadership Behaviour in the DNA of our employees.

As a part of our commitment to ensure the highest standard of corporate governance, we have long separated the Board of Directors and Executive Committee. The Board engages in active and transparent discussions on strengthening the corporate governance framework and ensuring management transparency through various committee meetings. The arm's length distancing also ensures objective oversight of

management actions by the Board members.

Our ability to emerge resilient from a year marked by several headwinds, while maintaining our commitment to sustainability, demonstrates our agility and fortitude. I believe, if we work together with our partners and stakeholders, we can set new benchmarks in sustainability.

Regards,

Subir Chakraborty
Managing Director & CEO

TOWARDS A GREENER FUTURE

Measuring and consistently improving
our Environmental, Social and
Governance (ESG) performance is a
critical priority for us.

Our approach to ESG

We believe commitment, consistency, ethical practices and processes are key to ensuring sustainable operation and robust value creation. We continue to inculcate sustainability across processes, people and practices.

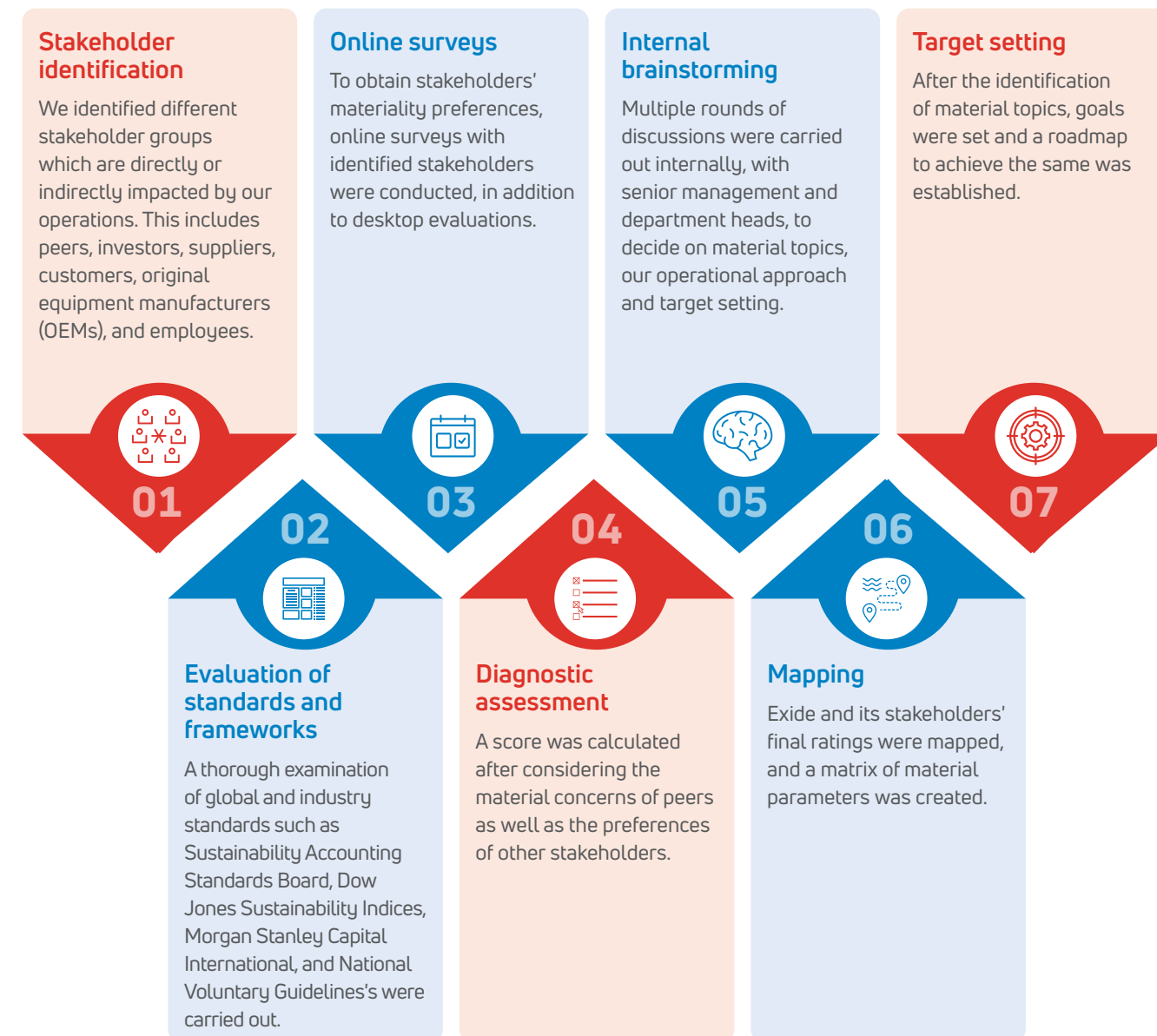
To strengthen our ESG commitment, we partnered with an independent consultant to analyse the impact of our operations on the various parameters of ESG, benchmark with best global practices and to set short, medium and long-term targets.

Our endeavour is to grow and expand our operations while creating a positive impact on the environment and society at large. We also encourage the involvement of all stakeholders to ensure implementation, communication and monitoring of the policies governing our sustainable framework.



Our approach

During the year under review, we undertook the following steps to establish our ESG vision and strategy:



Prioritising business goals through regular engagements

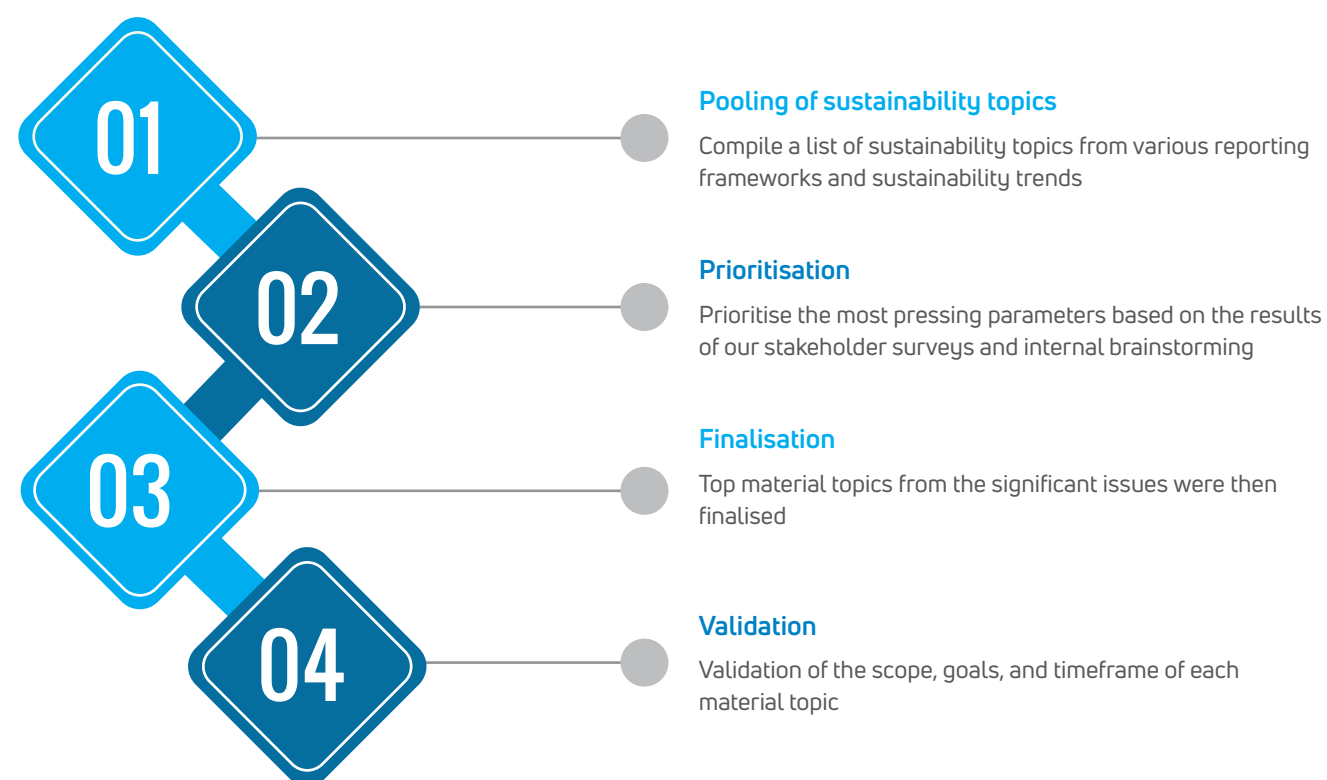
At Exide, we consider our stakeholders as partners in our value creation journey. We have always responded to their expectations and addressed their concerns to perform better. We strive to maintain maximum transparency with all our stakeholders and look forward to incorporate their suggestions and feedbacks for improvement. Further, systematic engagements with all our stakeholders allow us to effectively and accurately disseminate relevant information on a regular basis.



Stakeholder group	Expectations	Value created
Shareholders and Investors	<ul style="list-style-type: none"> Consistent growth in financial performance Future growth plans and strategies Fair and transparent disclosures Dividend payments 	<ul style="list-style-type: none"> Delivering consistent profits for past 75 years Dividend payment to shareholders for more than two decades Generated positive cash flows for several years Zero debt company since 2011 Delivering consistent performance on the back of strategic initiatives to boost sales and optimise costs
Employees and Workers	<ul style="list-style-type: none"> Fair wages Job security Career and skill development opportunities Performance appraisal and recognition Health, safety and well-being 	<ul style="list-style-type: none"> Upskilling employees in line with changing market environment Providing occupational as well as non-occupational medical benefits to employees and their families Strengthening our leadership pipeline and succession planning through <i>Lead@Exide</i> Acknowledging the commitment and outstanding performance of employees through 'You Did It' and 'Win It Now' platforms
Customers	<ul style="list-style-type: none"> Quality products Steady availability of a wide range of products After-sales service Cost competitive pricing 	<ul style="list-style-type: none"> Embracing digital platforms to strengthen after-sales services. We are serving our customers through the Exide Care website as well as providing door-step services such as Batmobile and Service 2.0 Expanding our reach across the country through own and dealership network Developing new and improved products
Value chain Partners	<ul style="list-style-type: none"> Ethical business conduct Continuous assistance and support in sales promotion Assured product quality Transparent code of conduct Timely payments 	<ul style="list-style-type: none"> Providing attractive benefits to channel partners through initiatives such as Service 1.0 and encouraging them to perform better Deploying cutting-edge technologies to manage the end-to-end supply chain Working with and promoting local vendors and partners Digitalisation of the entire secondary sales system, onboarding the channel partners to a single platform for ordering, schemes, invoices and secondary sales
Government and Industry bodies	<ul style="list-style-type: none"> Robust corporate governance framework Regular and transparent reporting Assurance of affordable products and services Ethical conduct of business Timely tax payment Compliance to applicable laws, in letter and spirit 	<ul style="list-style-type: none"> Contributing to economic growth by manufacturing quality products, maintaining sustainable operations and being a part of the country's growth story through participation in initiatives such as Make in India Upholding laws of the land and ensuring timely payment of taxes Active participation in industry forums including SIAM, CII and BCC&I Adoption of the highest level of disclosures for increased transparency
Local Communities	<ul style="list-style-type: none"> Livelihood opportunities Reduced environmental footprint Community development Preservation of culture and heritage 	<ul style="list-style-type: none"> Ensuring availability of quality healthcare and sanitation through <i>Exide Aarogya</i> Promoting education and scholarship through <i>Exide Akshar</i> Providing livelihood opportunities through <i>Exide Kaushal</i> Safeguarding the environment through <i>Exide Paryavaran</i> Empowering communities through <i>Exide Saksham</i>

Materiality assessment

At Exide, we recognise that for growth, development and sustenance of a business, we must be willing to embrace change. We are constantly evolving and upgrading our strategies to be at par with the changing environment. During the year under review, we conducted a materiality assessment to identify material factors and challenges that are critical to us and our stakeholders.



Material matrix (as per ESG)



Material ESG Topic for Exide		
Very High	High	Medium
1 Energy Management	9 Customer Relationship Management*	14 Green Innovation
2 GHG Emissions	10 Product & Process Quality	15 Climate Change Strategy
3 Employee Health & Safety	11 Supplier Relationship Management	16 Tax Transparency
4 Code of Conduct	12 Water Management	17 Labour Practices, Employee Engagement and Diversity & Inclusion
5 Board structure and Management	13 Risk Management	
6 Human Rights		
7 Community Relations		
8 Waste Management		

*Repurposed as 'Organisation Culture'

CONTRIBUTING TO THE PRESERVATION OF OUR PLANET

Vision

Mitigating negative impact of the operations on the planet by

Adopting Green Energy

Achieving Water Neutrality

Achieving Zero Waste

Reducing GHG Emissions

Green Innovation

UN SDGs covered



At the heart of our strategy is our commitment to reduce our environmental impact. Our sustainability initiatives go beyond achieving carbon neutrality. We, therefore, adopt innovative practices to attain manufacturing excellence while minimising our carbon footprint. We also strive to ensure resource efficiency by utilising renewable and recycled materials. Moreover, we aim to reduce emissions from products and processes, focus on reducing water consumption and encourage efficient waste management.

Combating climate change

Climate change is one of the biggest threats to mankind. As a responsible player in the battery manufacturing space, we consider it our responsibility to employ innovative and sustainable methods across the value chain to contribute towards ecological viability.

Our approach

The Company has developed a well-defined environmental and sustainability strategy and is diligently working towards decreasing Green House Gas (GHG) emissions.

We remain committed to increase the use of green energy and have set up solar energy plants at on-site as well as at off-site locations through group captive power plant arrangement. As a result, we have achieved an increase in the proportion of Renewable Energy (Solar) consumption from 1% (in FY 2018-19) to 18% (in FY 2021-22) of the total energy consumption for manufacturing operations. We plan to double the share of renewable energy by 2030, as we progress towards our 'net zero' commitment.

We have also planned to initiate a 'Carbon Conscious' project for tracking and reporting of emissions across the organisation. The efficient usage of machinery and equipment, and the reduction of air leakages are some of the initiatives taken in this direction. In the long-run, we plan to standardise our emission monitoring methodology and assign carbon intensity to operational activities in a categorical manner.

We also plan to conduct Science Based Targets initiative (SBTi) goal

setting activity and create long-term reduction objectives for Scope 1 and Scope 2 emissions. To achieve this, we are seeking opportunities to minimise our carbon emissions on the basis of the intensity of our business operations, and report performances in accordance with various international standards. We also envisage taking steps to measure and report life-cycle emissions for our product portfolio.

Total Scope 1 and Scope 2 GHG emissions

Scope 1 emission

(Metric tonnes of CO₂ equivalent)

FY 2020-21	FY 2021-22
22,818	27,164

Scope 2 emission

(Metric tonnes of CO₂ equivalent)

FY 2020-21	FY 2021-22
3,31,211	3,85,760

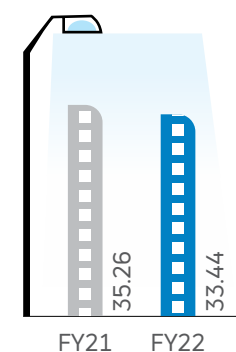
During the year under review, our Scope 1 and Scope 2 emission increased owing to higher production volume. However, we were able to reduce our emission per rupee of turnover on the back of our ability to improve our operational efficiency.

Our vision

- 1 Double renewable energy capacity by 2030 and emerge as an industry leader
- 2 Achieve net zero by 2050
- 3 Track and identify avenues to reduce scope 3 emissions

Emissions per rupee of turnover

(Metric tonnes / ₹ in Crore)



Driving energy efficiency

To reduce our carbon footprint and optimise cost, we undertake energy efficiency measures to build a safe, dependable, economical and sustainable energy system.

Our approach

In order to ensure energy optimisation, we have formed an energy management cell to drive our energy-efficiency activities and mitigate the consequences of climate change by lowering our GHG emission. We continue to focus on green energy solutions and plan to increase our solar energy generation by 35% plus in the current year with group captive power plants in the states of Maharashtra and Tamil Nadu. Apart from increasing the contribution of green energy in our operations, we have been undertaking the following initiatives to optimise energy consumption:

- Installing energy-efficient equipment and monitoring systems to reduce energy usage
- Conducting energy audits to discover and execute energy-saving opportunities
- Training and awareness programmes for our employees on various energy-saving practices
- Adoption of various energy saving techniques at an operational level

Our performance

During the year under review, despite the increase in production volume, our energy intensity per rupee of turnover has reduced.

Energy consumed

FY 2020-21	FY 2021-22
17,92,320	21,36,875

Energy intensity per rupee of turnover

FY 2020-21	FY 2021-22
1.79	1.73

Share of renewable energy (%)

FY 2020-21	FY 2021-22
16.0%	18.0%

7.87MW_p

Solar on-site capacity

52.5MW_p

Solar off-site capacity

Our vision

- 1 Strive towards reducing Specific Electrical Energy Consumption by 10% over the next 3 years
- 2 Continue adoption of various energy saving techniques at operational level

On-site solar panels at Exide facility



Off-site Exide solar panels



Strengthening our water stewardship

We are focusing on steadily reducing the water intensity of our manufacturing processes.

Our approach

We are strongly committed to conserve water through the 3R (Reduce, Reuse, Recycle) approach.



We keep a track of our water usage and make sure that our water supply systems are in good working condition. Water used in our manufacturing plants is recycled and put to various uses within our facilities. This enables us to reduce the quantity of water consumption over time. We are strengthening our water stewardship practices and aim to be water neutral by 2030.

To treat and recycle waste water, we have implemented Zero Liquid Discharge (ZLD) at our manufacturing locations in Ahmednagar, Hosur and Talaja. Besides, we have adequate water treatment systems across manufacturing facilities to ensure compliance with applicable norms laid down by respective State Pollution Control Boards (SPCBs). However, our two manufacturing facilities in Uttarakhand – Haridwar and Roorkee, do not require an effluent treatment plant as the effluent generated is much lower than the advisable limit.

Our performance

During the year under review, our water consumption increased due to the increase in production volumes. However, we are taking necessary steps to recycle and reuse water. The share of water treated increased to 23% in FY2021-22 and 64% of water withdrawal is from third party sources.

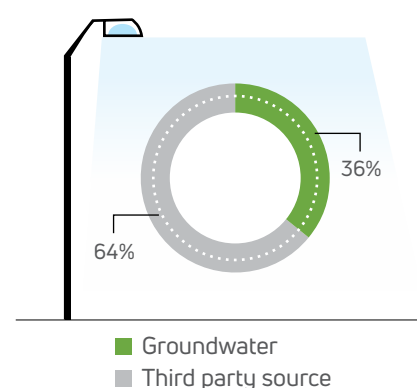
Water consumed (Kiloliters)

FY 2020-21	FY 2021-22
16,10,183	18,18,422

Water treated (in %)

FY 2020-21	FY 2021-22
21	23

Source of water withdrawal in FY 2021-22 (in %)



8.4%

Reduction in water intensity per rupee of turnover in FY 2021-22

Our vision

Become water neutral by 2030, through a series of programmes aimed at creating a positive water balance within operations and in communities



Responsibly minimising waste

Reducing waste and managing recovered materials effectively are critical for fulfilling our sustainability endeavours. At Exide, we are undertaking concerted effort to minimise waste generation.

Our approach

We have undertaken several measures to reduce the usage of hazardous and toxic chemicals in products and manufacturing processes through optimised product design, usage and process re-engineering. We ensure proper storage and handling of hazardous materials and have installed efficient fumes and dust extraction systems to limit exposure. We ensure proper disposal of hazardous waste generated from our production processes at secure landfills approved by the Central Pollution Control Board (CPCB).

To facilitate repurposing of waste through utilisation of ETP sludge we are using it in cement plants as flux, after obtaining the approval of state PCBs. The ETP sludge, glass wool and epoxy is sent to a treatment, storage, and disposal facility (TSDF) for repurposing. We also sell non-hazardous waste to authorised vendors/reprocessors. Acidic water generated from battery plate washing is filtered and reused for dilution of concentrated acid to reduce waste generation from ETP.

Exide is registered under the Battery Management and Handling Rules 2010 (BMHR) and Plastic Waste

Management (PWM) Rules 2016, as amended from time to time. We remain fully committed to the applicable rules of waste management.

Exide has a structured process to ensure recycling of waste generated during the production process. Dealers collect used batteries at the end of the product life. The lead from the used batteries is recycled by Chloride Metals Limited. The plastic from the used batteries is recycled as per the norms of the Pollution Control Boards (PCBs). The Company is also registered with CPCB under Plastic Waste Management (PWM). It has also collaborated with a registered Producer Responsibility Organisation (PRO) for managing waste and complying with Extended Producer Responsibility (EPR) obligations.

Our performance

Total waste generated (metric tonnes)

FY 2020-21	FY 2021-22
41,641	48,404

The quantum of waste generated increased in FY 2021-22 due to higher production volume.

REPURPOSING

ETP sludge as flux in cement plants is an initiative to promote circular economy

Our vision

- 1 Continue to lower waste generated per unit of output produced every year
- 2 Achieve zero waste to landfill by 2030

Focusing on green innovation

Through our products and technologies, we strive to deliver innovation in the battery manufacturing space. Our extensive infrastructure, willingness to innovate and state-of-the-art facilities enable us to create unique propositions for our customers around the world.

Our approach

Our R&D centre has been acknowledged as one of India's finest battery research institution by the Department of Scientific and Industrial Research of the Ministry of Science and Technology of India. We utilise our robust R&D capabilities to develop and introduce greener products and eco-friendly technologies. The manufacturing processes are revisited for energy optimisation and emission reduction. It results in the development of technologically advanced, energy efficient, affordable end-products with a longer life. We are diversifying our product offering to introduce more eco-friendly and efficient products into emerging sectors such as ISS battery, E-rickshaw battery, lithium-ion battery and solar inverter systems as a testimony of our commitment towards green innovation.

We plan to implement systems and processes which will enable us to track and disclose our product portfolio's life cycle emissions and allow us to reduce our products' carbon footprint across its life cycle. Finally, we are also aggressively utilising recycled lead and plastic in our production process to minimise waste.

750+
Engineers

Our vision

- | | |
|--------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------|
| <p>1 Continue to introduce green products that would reduce stress on the environment</p> | <p>2 Increase the percentage of recycled material in production, focusing on lead, plastics and packaging material</p> |
| <p>3 Take steps to measure and report life cycle emissions for the product portfolio</p> | |

577

Trademarks registered in India

132

Trademarks registered in overseas markets



Focusing on circular economy for a sustainable tomorrow

Lead is a primary raw material used in our manufacturing process. We take great pride in being the industry leader in recycling used batteries and recovering lead for the production of new batteries.

Our approach

In a strategic backward integration, we have addressed our lead and lead alloy requirements through our wholly owned subsidiary, Chloride Metals Limited (CML). The subsidiary breaks, smelts and refines the Used Lead Acid Batteries (ULAB) received from the market and passes it through a strict quality control process. During the year under review, CML had set-up a new green field manufacturing facility for battery recycling at Haldia, West Bengal. The recycling plant is spread in more than 21 acres and is equipped with state-of-the-art technology from global engineering firm Engitec Technologies S.P.A, Italy.

CML has a total of three smelting units in the states of Karnataka, Maharashtra, and West Bengal. Almost 45% of our total lead requirement is fulfilled by utilising recycled lead from CML. We aim to increase it to 60% in the future. Additionally, we have established a specialised department within our Company to manage used battery collection. We also engage in recycling and retrieving lead from spent batteries through our dealer network. Since lead is classified under the 'Red' category, collecting spent batteries from various sources, and ensuring appropriate recycling in an environmentally responsible manner benefits the environment and enables us to optimise our cost.

Additionally, we also source lead and other raw materials from various vendors. We ensure all our supply chain partners and business partners are aware of our vision and follow our vendor code of conduct.



To ensure sustainable sourcing, we undertake supplier evaluation audits, risk-based due diligence analysis and additional workshops with selected service providers. The goal is to ensure compliance with social standards and environmental regulations on one hand, and greater transparency in the supply chain, on the other.

45%+
of lead requirement is met through CML

200 KMT P.A.
Total Capacity of CML



Manufacturing eco-friendly products

We have always prioritised the manufacturing of eco-friendly products to meet our sustainability goals. Some of the innovative products recently introduced by us include:

Exide Integra Batteries

Exide Integra is a one-of-its-kind Lithium Ion (Li-Ion) battery that redefines the residential inverter market.



SF Pro Tubular

We introduced Pro Tubular and Pro Tubular +, a completely new tubular range of batteries under SF Brand in the non-vehicular vertical.



Rooftop Solar Systems

We are foraying into the Solar- Rooftop market with various products including Exide SUNDAY® solutions, MPPT Based Solar Off-Grid Inverters and Grid Tie Inverters (Exide ADITYA®). These offerings provide multiple benefits to the consumers – from reducing their monthly electricity costs to ensuring uninterrupted power supply for critical needs.



Exide Mileage ISS Batteries

Idle Start Stop (ISS) batteries were introduced in the replacement market. The battery helps in improving fuel efficiency and lowers emissions significantly.



CREATING OPPORTUNITIES FOR ALL STAKEHOLDERS

Vision

To become the employer of choice by 2030 by

- Institutionalising Exide Leadership Behavior (ELB) in the organisation for cultural transformation
- Promoting human rights
- Ensuring health and safety of employees
- Ensuring highest product quality & safety
- Maintaining positive community relations

UN SDGs covered



We empower our workforce to realise their full potential and help them grow personally and professionally. Our business activities are conducted with a constant awareness of society's needs. For us, social responsibility is integral to sustainable business development.

Fostering a purpose-driven work culture

We strive to build a purpose-driven work environment with clear expectations and defined roles. We respect and encourage all our employees and value their potential, regardless of race, ethnicity, gender, nationality, religion, age and physical abilities. To build a strong talent pool, we empower employees with skills and trainings that enable them to pursue varied professional goals.

Our approach

We regularly organise various employee engagement activities that empower employees to expand their knowledge horizons and flourish in both professional and personal life.

To further strengthen our culture and boost employee morale, we launched 'You Did It' and 'Win It Now' platforms for publicly recognising and rewarding top achievers. We also regularly review our policies and guidance documents and update them, if needed. We also launch new policies to bridge any gaps in existing processes.

To address key concerns related employee satisfaction, job role, communication, and work environment, we undertake periodic pulse surveys across the organisation. We are also planning to develop an independent programme for honouring the leadership skills of women in order to facilitate advancement of their careers. We also look forward to improve our gender diversity ratio and nurture inclusivity within the organisation. Moreover, we strive to create, a safe and fair workplace for all our employees.



Exide Leadership Behaviour

During the year under review, we also undertook a new initiative—Exide Leadership Behaviours (ELBs)—focused on eight leadership behaviours. Our vision is to institutionalise ELBs across all levels of the organisation, and initiate a cultural transformation in the long-run. The eight leadership behaviours include:

- Partner with Customer & Stakeholder
- Develop & Empower Team
- Manage by Process & Facts
- Innovate & Lead Change
- Promote Cross Functional Collaboration
- Inspire Excellence
- Treat others with Respect & Dignity
- Act with Integrity



Other initiatives

Exide One, a social collaboration tool designed to connect, collaborate, and communicate with co-workers. It allows employees to connect on a single platform through a variety of digital events, and it allows them to exchange information in real-time via blog postings. We have also launched an **HR Chatbot** to provide all employees a quick guide of our policies and benefits.

Our Vision

To institutionalise Exide Leadership Behaviours in the organisation for cultural transformation



Upskilling our talent pool

Reskilling and upskilling have become the need of the hour and to remain relevant in a dynamic environment, it is imperative to consistently upgrade the knowledge base. We are, therefore, dedicated to empower our people with targeted learning and development opportunities that ensures professional growth.

Our learning and development programme is centred around the four pillars of:

Capability building

High potential development

Leadership development

Fostering a positive and inclusive work culture



Our approach

We encourage a flexible and collaborative work environment that promotes harmony, innovation, pride, and trust. We are committed to the well-being, happiness, and growth of our people. We introduced cross-functional teams in all critical projects to further drive transformation and development. We have also developed business activation teams to help front-line staff with sales and service management. Frequent training to sales and production personnel ensures continuous knowledge and skill upgradation.



We are dedicated to making our employees more agile by combining on-the-job training, contact with co-workers, co-managers and formal training. To achieve this, we have developed and implemented several employee engagement programmes under the banner of Exide Learning Academy (ELA).

Additionally, the Company provides specific training to the R&D department as well as to its high-performing employees at various prestigious institutions. The Company also places emphasis on providing skill development and cyber security training to the employees.

Our performance

Training hours

FY 2020-21
46,581
FY 2021-22
31,250

Upholding human rights

Respecting and upholding human rights remains at the core of our culture and values. We are committed to raising awareness, promoting best practices and empowering people across our operations as well as the supply chain.

Our approach

In line with our commitment to safeguard human rights, we have created a comprehensive system to track any violations and efficiently resolve complaints. To treat employees with dignity and respect, we conform and comply with all applicable laws, including Non-Discrimination and Human Rights Policy.

At Exide, all employees undergo a mandatory human rights awareness session before joining and, as and when the policy is updated. We also ensure that all the workers hired through third-party agencies are aware of their rights and practices. Further, the Company also endeavours to pay above minimum wages to all employees and workers.

We have also implemented Sexual Harassment Avoidance Redressal Policy to ensure a safe working environment. Across Regions, corporate offices and factories, we have constituted POSH Committees to address any concerns/complaints in this regard.

The Company follows an open door policy and has internal mechanisms that allow employees to raise grievances against others. This entails faster resolution of issues and encourages transparency. Our

factories have a 'grievance cell' and designated business HRs in each region to handle and resolve employee grievances. We also have a robust whistle-blower policy to encourage employees and other stakeholders to voice concerns against any suspected illegal activity. Such issues can be reported to the whistle officer through the dedicated email id—ethics@exide.co.in.

100%
Plants and offices assessed for human rights

Our vision

Maintain the highest standards of Human Rights across the value chain



Health and safety

Ensuring the health and safety of our employees and workers has always been a part of our corporate ethos. We provide a conducive workplace to our employees and workers and ensure their safety through a number of health and safety practices.

Our approach

To ensure safety at the workplace, we have introduced a comprehensive hazard identification and risk management (HIRA) methodology. Each of the operational processes is scanned for potential hazards, their causes, consequences, and impacts. Existing controls are evaluated and modified, if necessary. Additional controls (such as administrative control, engineering control, etc.) are executed, depending on the risk level and priority. We also consider the impact on other stakeholders who may be affected. Based on the score, the information is classified under 'acceptable' and 'unacceptable' and necessary actions are taken. The information is also assessed for prospective legal breach.

The ISO 45001 system (occupational health and safety management system) has been installed across all our units. We also have a safety and health organisation structure in place, and safety committee for implementing and assessing safety standards across offices and factories.

To evaluate the system's efficiency, we also undertake internal and external audits, including EHS audits and certification body audits. 'Safety champions' have been appointed for each process to increase the focus on safety. At the Head Office, the

Company has a Safety and Health Department to oversee organisation-wide initiatives. Updates related to the health and safety measures are also regularly shared with the senior management.

We also conduct health and safety awareness sessions periodically. All new employees, including contractual personnel, receive safety induction training. Depending on the risk profile, specialised training is also offered for some areas of employment.

Apart from ensuring occupational health and safety, we also provide additional healthcare benefits to employees and their families, including medical insurance, executive health check-ups, access to medical consultants and wellness support. We have tie-ups with empanelled hospitals, diagnostic centres and digital health platforms to extend support, as and when required.

Hazard awareness programme at Taloja



Our performance

Total incidents**

FY 2020-21	FY 2021-22
13	7

**Total incidents refer only to loss time injuries as fatal accidents were nil

Lost-Time Injury Frequency Rate# (LTIFR)

FY 2020-21	FY 2021-22
0.45	0.20

#LTIFR=total number of LTI X10,00,000/Total Manhours worked

Our vision

- 1 Continue on a zero-fatality path year on year
- 2 Improve Unsafe condition and Unsafe action by 100% by 2025

Shamnagar Fire Suit used during emergency Mock Drill



Fire safety mock drill at Ahmednagar



Safety training by VP-EHS



Ensuring high product and process quality

Along with building strong manufacturing capabilities and robust distribution reach, it is integral for us to ensure globally benchmarked quality, to improve the overall efficiency of processes and enhance customer service to maintain our brand reputation and increase loyalty.

Our approach

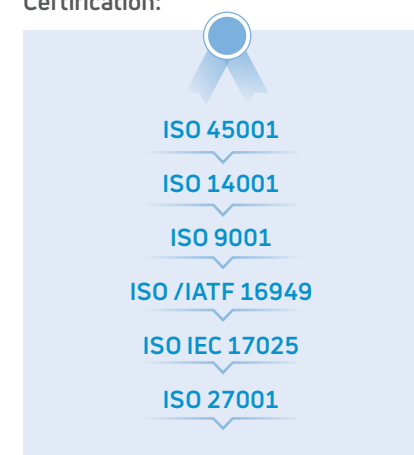
Product quality management

We undertake an array of initiatives that revolve around total quality management to continuously strengthen the quality of the products. We undertake quality checks at all levels, from procurement of raw materials to dispatch of final products. It helps to reduce the number of defective products, improve product life and enhance customer satisfaction. The product responsibility policy, quality policy and other policies in our quality management procedure allow us to maintain the highest standards of product quality.

Manufacturing process management

Total Productive Maintenance (TPM), Quality Circle, 5S, Total Quality Management (TQM) and SOP-driven business processes are some of the internationally accepted methodologies adopted at Exide to achieve manufacturing excellence. Our employees and workers also undertake a variety of online TQM and Lean Management courses over the year, through Exide Learning Academy.

Certification:



Our vision

- 1 Continue investing in appropriate tools and procedures to enhance the product quality and safety measures as per latest market standards
- 2 Deliver the highest quality product to customers and provide the best after-sales services
- 3 Enhance the total quality management score of the organisation



Building a strong distribution network

In keeping with the Company's vision and mission, we have built a reliable distribution network that ensures continuous supply of Exide products far and wide. We seek to maintain cordial relations with our distributors to further strengthen our market presence and expand our network.

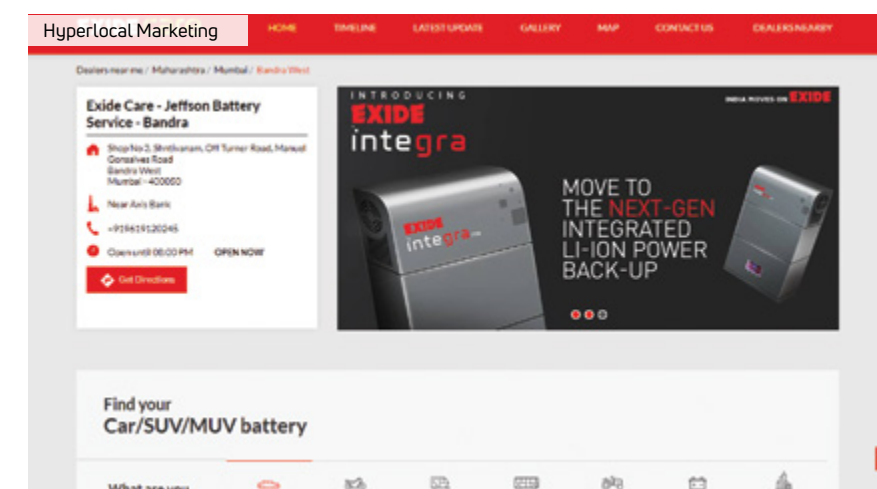
Our approach

Over the years, we have built a long-standing and mutually beneficial relationship with our dealers and sub-dealers, many of whom have been with Exide for generations. The recent years have seen a further strengthening of our marketing network with digital transformation of processes and systems. We have focused on technology to help streamline our end-to-end supply chain planning and logistical operations through a centralised control tower.

We leverage data analytics to create a data warehouse that brings together data from multiple sources on one platform. To strengthen our sales force, we have invested in a platform that provides marketing insights in the form of visit recommendation, product recommendation, network expansion and churn prediction. To improve our engagement with dealers and distributors, we have undertaken hyper-local marketing, introduced self-service options for after-sales support, and are progressing towards the 'zero-touch' order processing paradigm with automated replenishment systems.

100%

Of our dealers and sub-dealers are connected through mobile apps and Document Management System (DMS) for ordering, schemes, invoices and secondary billing



Maintaining customer loyalty through excellent service

Our customers are our priority and we proactively seek to engage and assist them, every step of the way. We recognise that along with strengthening our manufacturing capabilities and distribution reach, it is essential for us to enhance our customer service.

Our approach

Our service outlets — Exide Care — offers comprehensive customer experience through a wide range of products and delivers superior customer service. The Company has established over 1,750 exclusive stores which reinforce our commitment to provide unparalleled customer care. The Exide Care umbrella includes an on-demand battery service application that aims to resolve battery-related issues, for automobiles as well as for inverters.

We are also deploying new-age technologies to strengthen customer engagement and have revamped our Exide Care website with user-friendly features that improves customer experiences. We also leveraged digital platforms such as WhatsApp to directly get in touch with the customers.

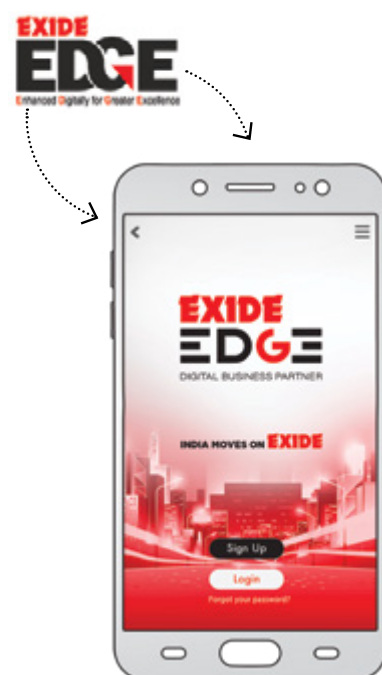
Exide Batmobile

For physical services, we continue to strengthen the reach of Batmobile — the door-step service for automobiles and inverters. Customers can request

quick replacement and servicing of batteries, from the comfort of home or on the road.

Exide EDGE

The Industrial division of Exide, as a part of its customer-centric growth strategy, has introduced EDGE - Enhanced Digitally for Greater Excellence, a mobile application for connecting with industrial customers. The main objective of the initiative is to enhance value creation by directly engaging with end users and elevate customer experience.



Nurturing communities for a better tomorrow

We, have always been committed to uplift the communities in which we operate. Driven by a deep sense of purpose and our responsibility towards the community, we continue to undertake initiatives that are modelled to maximise value creation for our stakeholders and ensure the well-being of society at large.

Our approach

We seek possibilities to work with communities near areas of operation, with a focus on solving the most pressing needs. Several interventions have been developed in collaboration with communities and executed directly by us, with the active engagement of communities and institutions. Other activities have also been carried out in collaboration with non-government organisations (NGOs).

We have committed more than 2% of our net earnings to various CSR programmes, with a focus on the following areas:



Our vision

Continue positive contributions to the community through various CSR initiatives across thematic areas

We have put in place robust internal systems and procedures to track and analyse project performance on a regular basis. Our CSR committee evaluates the progress of the initiatives on a quarterly basis to initiate change and to further improve the processes.

Improving the quality of life

The initiatives undertaken by us during the year include:

Exide Aarogya

Exide Aarogya is a community health initiative. As the second and third waves of the pandemic continued to pose a threat to mankind in FY 2021-22, we made efforts for procurement and donation of nutritional packages, medicines and medical equipment to address the needs of some of the most vulnerable sections of society.



Abhaaar campaign

As the epidemic resurfaced, our superheroes (ambulance drivers, hospital security guards, elevator operators, paramedical personnel, and other support staff) once again risked their lives to keep us safe. We provided these frontline warriors and their families with nutritional packages and personal protective equipment (PPE).

6,000+

Kits provided

40,000 +

Frontline workers benefitted



Enhancing medical facilities

The pandemic highlighted the flaws in our healthcare system and compelled policymakers and corporates to increase investments in healthcare infrastructure. Through Exide Aarogya, we helped in the procurement and donation of medical equipment such as oxygen concentrators, electrolyte machines, ECG machines, X-Ray machines, respiratory humidifiers, ABG machines, biomedical equipment, pathological examination equipment, and others. We were also involved in the sourcing and distribution of medicines and consumables and organised COVID vaccination drives for communities.

23,000+

Beneficiaries of medical facilities

Sanitation and clean drinking water

Apart from undertaking COVID relief initiatives, through Exide Aarogya we undertook an initiative for building public drainage systems in the Ahmednagar District of Maharashtra's Navnagapur, Wadagaon, and Nimblak

sectors. Additionally, we supported the installation of 10 tubewells to provide improved access to clean drinking water to over 14,000 people.

Exide Akshar

Exide considers education an instrument of social transformation. We have taken numerous steps to strengthen the access to education for children, especially underprivileged students.

50,000+

Students benefitting from improved infrastructure

Technologically enhanced learning

We have assisted in the implementation of state-of-the-art technologies in 37 classrooms in 20 schools, across 3 Indian states, to transform them into smart classrooms. This will help over 17,000 students by making learning more engaging and entertaining.

17,000+

Students benefitted



Improving infrastructure

We have been working on improving the infrastructure for education, as part of our corporate social responsibility initiative. We have offered assistance for building laboratories, smart classrooms, solar power systems, and other amenities in Government Inter College, Kunjabahadurpur. Classroom blocks were built at Khejuri College in Haldia as part of a similar programme. Every year, almost 1,000 students will benefit from these efforts.

Adding wings to dreams through fellowship programme

We mentor 150 exceptionally talented girls from low-income households through our fellowship programme. Girls who have passed out of government schools with at least 70% marks are chosen for this academic excellence and personality development programme, after undergoing a psychometric test. We also help over 200 girls from Haltu Arya Balika Vidyalaya by sponsoring two school buses for commuting to school.

Child-friendly education

We provided child-friendly education to 250 children from the slums of Kolkata, West Bengal. These students belong to financially weaker families with insufficient resources. Individual assistance as well as regular activities enabled the children to continue their education even during the pandemic.

250+

Children benefitted

Exide Kaushal

We believe, an employable workforce is a necessity for a vast country like India. Thus, we undertake an array of skill development programmes aimed at improving employability of the country's youth. Exide also helped 75 women to complete vocational training like tailoring, providing medical assistance at home etc.



abled people benefitted from the intervention.

Exide Saksham

Exide Saksham helps orphaned, semi-orphaned, abandoned, children and others from difficult backgrounds to be a part of mainstream society. At Balgram, Lonavala, 21 such youngsters are being nurtured in a caring family-like environment. During the second wave of COVID-19, we also assisted in the treatment of affected children.

We have sponsored the production and distribution of assistive locomotor devices with extra features suitable for vending, for specially-abled persons economic independence. During the year, seven differently



Our performance

CSR expenditure
(₹ in Crore)

FY 2020-21	FY 2021-22
20.94	21.09

2.15+

Lakh beneficiaries in FY2021-22



GOVERNANCE

We have always remained consistent in our strategy and commitment to ethical corporate governance. Our executive decision-making procedures are still guided by the underlying concepts and fundamental values that the Company abides by. For us, corporate governance is an internalised process that motivates our Company to stay on track as a long-term value generator for all our stakeholders—shareholders, customers, workers and the community in which we operate.

Vision

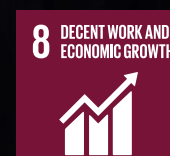
Focus on maintaining transparency and business integrity while driving ESG ambitions through

Board Structure & Management

Maintaining highest Code of Conduct

Risk Management

UN SDGs covered



Our governance structure

At Exide, we have built a strong and dedicated governance structure that is responsible for overseeing our day-to-day operations and ensuring ethical and transparent conduct of business.

Our governance structure is divided into three levels:



The governance structure is designed keeping in mind the proper distribution of responsibilities and smooth functioning of the organisation. The Board of Directors provide strategic oversight on behalf of the shareholders. The Board is free from strategic management but, has the larger role of guiding the executive management with objectivity to ensure accountability at all levels.

The executive management is focused on improving the quality, efficiency, and effectiveness of each business vertical at the ground level. They are supervised by the Executive Committee which is responsible for guiding the organisation towards its overarching vision.

The central role of these three entities is dependent on the structure. Their role, in turn, determines the responsibilities that are vested in them. Each entity is formally empowered with the requisite powers to discharge its responsibilities for the overall growth and progress of the organisation.

The notion of empowerment and responsibility underpins our Company's corporate governance standards. We believe that management should be given the authority to move the Company forward in the best interests of all stakeholders. The management is accountable and responsible for their activities. We believe, if sufficient checks and balances are built into the system, executive decision-making becomes more process-driven rather than individual-driven, misuse of power can be controlled.

Our vision

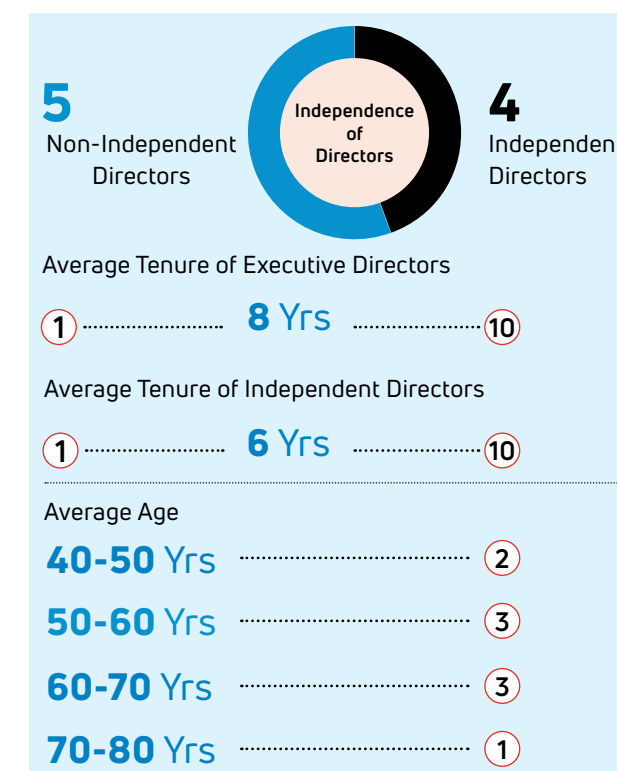
Maintain highest level of transparency and business integrity while driving Company's ESG ambitions

Board of Directors

Our Board comprises of stalwarts with diverse backgrounds and sound knowledge of the business. Our Board shares a common vision to uphold the corporate governance framework and are responsible for providing oversight, insight and foresight.

Key distinguishing facts

- 01** We have **separated the position of Chairman and CEO** for more than a decade with the Chairman being an Independent Director
- 02** We have a **4:1:4** structure, wherein we have 4 Non-Executive and Independent, 1 Non-Executive and 4 Executive Directors
- 03** The total board remuneration is less than **2%** of profits against the mandate of **11%**
- 04** Nearly **60%** of the total remuneration of our Executive Directors is linked to performance
- 05** The attendance at board meetings is more than **95%**



Their role and responsibilities include:

- Promoting transparent and fair markets, and the efficient allocation of resources
- Upholding and ensuring compliance to our Code of Conduct and ethics throughout our value chain
- Continuing to adapt to the business climate by hiring senior level personnel including directors
- Continuing to disclose and minimise conflicts of interest



Our eminent Board of Directors

Mr. Bharat Dhirajlal Shah
Chairman & Independent Director

Mr. R B Raheja
Vice Chairman & Non-Executive
Non-Independent Director

Mr. Surin Kapadia
Independent Director

Ms. Mona N Desai
Independent director

Mr. Sridhar Gorthi
Independent Director

Mr. Subir Chakraborty
Managing Director & Chief Executive
Officer

Mr. Asish Kumar Mukherjee
Director - Finance & Chief Financial
Officer

Mr. Arun Mittal
Director - Automotive

Mr. Avik Roy
Director - Industrial

Our committees



Audit Committee

Mr. Surin Kapadia
(Independent Director)

Ms. Mona N Desai
(Independent Director)

Mr. Sridhar Gorthi
(Independent Director)



Stakeholders Relationship Committee

Ms. Mona N Desai
(Independent Director)

Mr. Subir Chakraborty
(Managing Director and
Chief Executive Officer)

Mr. Asish Kumar Mukherjee
(Director - Finance and Chief
Financial Officer)



Nomination and Remuneration Committee

Mr. Surin Kapadia
(Independent Director)

Ms. Mona N Desai
(Independent Director)

Mr. R.B. Raheja
(Non-Executive
Non-Independent Director)



Corporate Social Responsibility Committee

Mr. Bharat Dhirajlal Shah
(Chairman and Independent Director)

Ms. Mona N Desai
(Independent Director)

Mr. Subir Chakraborty
(Managing Director and
Chief Executive Officer)

Mr. Avik Roy
(Director – Industrial)



Risk Management Committee

Mr. Surin Kapadia
(Independent Director)

Mr. Subir Chakraborty
(Managing Director and
Chief Executive Officer)

Mr. Asish Kumar Mukherjee
(Director - Finance and
Chief Financial Officer)

Mr. Arun Mittal
(Director - Automotive)

Mr. Avik Roy
(Director – Industrial)

● Chairman ● Member ● Chairperson

Taking a proactive approach towards mitigating risks

The existing Risk Management framework provides a mechanism for proactive identification, evaluation, prioritisation, reporting and mitigation of risks. It incorporates evaluation of traditional as well as emerging aspects such as Cyber security, Business Continuity processes, Disaster Management and ESG.

Risk management is overseen by the Board of Directors, Risk Management Committee (RMC), Executive Committee (EXCOM), process owners, and the respective Heads of functions. The RMC, reviews the key risks, the progress of Risk Mitigation plans, and deliberates on the challenges faced.

Our ESG Committee identifies a task list and sets up processes to reduce

adverse risk incidents on the ESG parameters. We are committed towards broader climate change goals/frameworks and formulate risk management strategies based on the same.

We are also progressively working towards achieving ISO 31000 re-certification.

Our vision

Adopt a comprehensive Risk Management framework to identify and mitigate potential financial and non-financial risks

Industrial associations

We engage with industry bodies and associations, understand regulatory changes, implications and possible impact on our long-term business sustainability. These engagements and exposures enable us to make positive contributions to our business and the industry as a whole. Here are some of the industry bodies we are a part of:



Well-defined policies and procedures

To ensure ethical and transparent conduct of operations, we have implemented well-defined policies and practices across the organisation. From Code of Conduct to operation specific policies, these are communicated to employees and the organisation ensures full compliance with the policies.

We consistently ensure mandatory affirmation to our Company's Code of Conduct/Ethics for employees through 'Success Factors', our online portal. We also implement compulsory Code of Conduct, POSH, insider trading, and whistle-blower policies for all new employees, and have developed a training module on

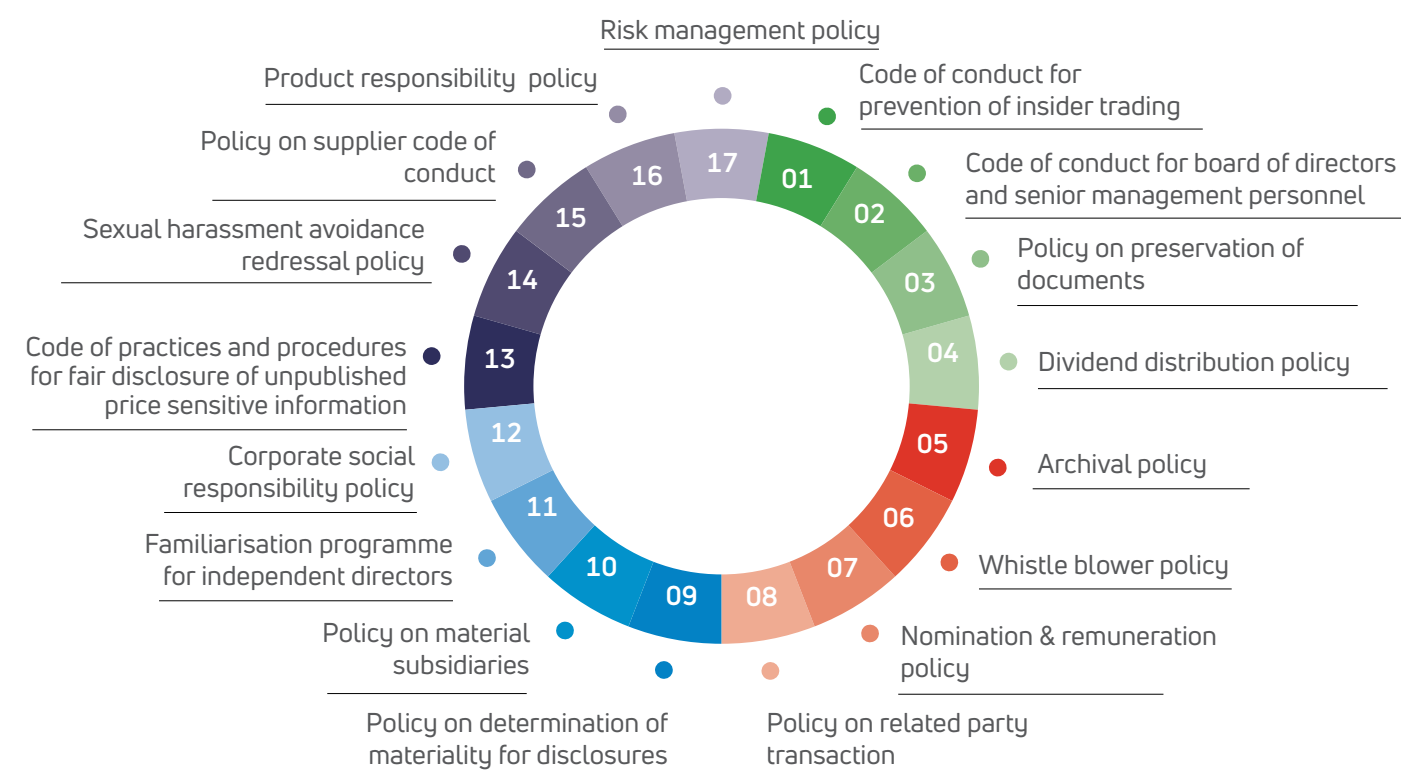
our Code of Conduct, for all existing employees.

We also have a well-defined Corporate EHS (Environmental, Health, and Safety) structure, with the Head of EHS overseeing practices across the business and ensuring statutory and regulatory compliance.

Our vision

Uphold and ensure compliance to Company's Code of Conduct and Ethics across the value chain

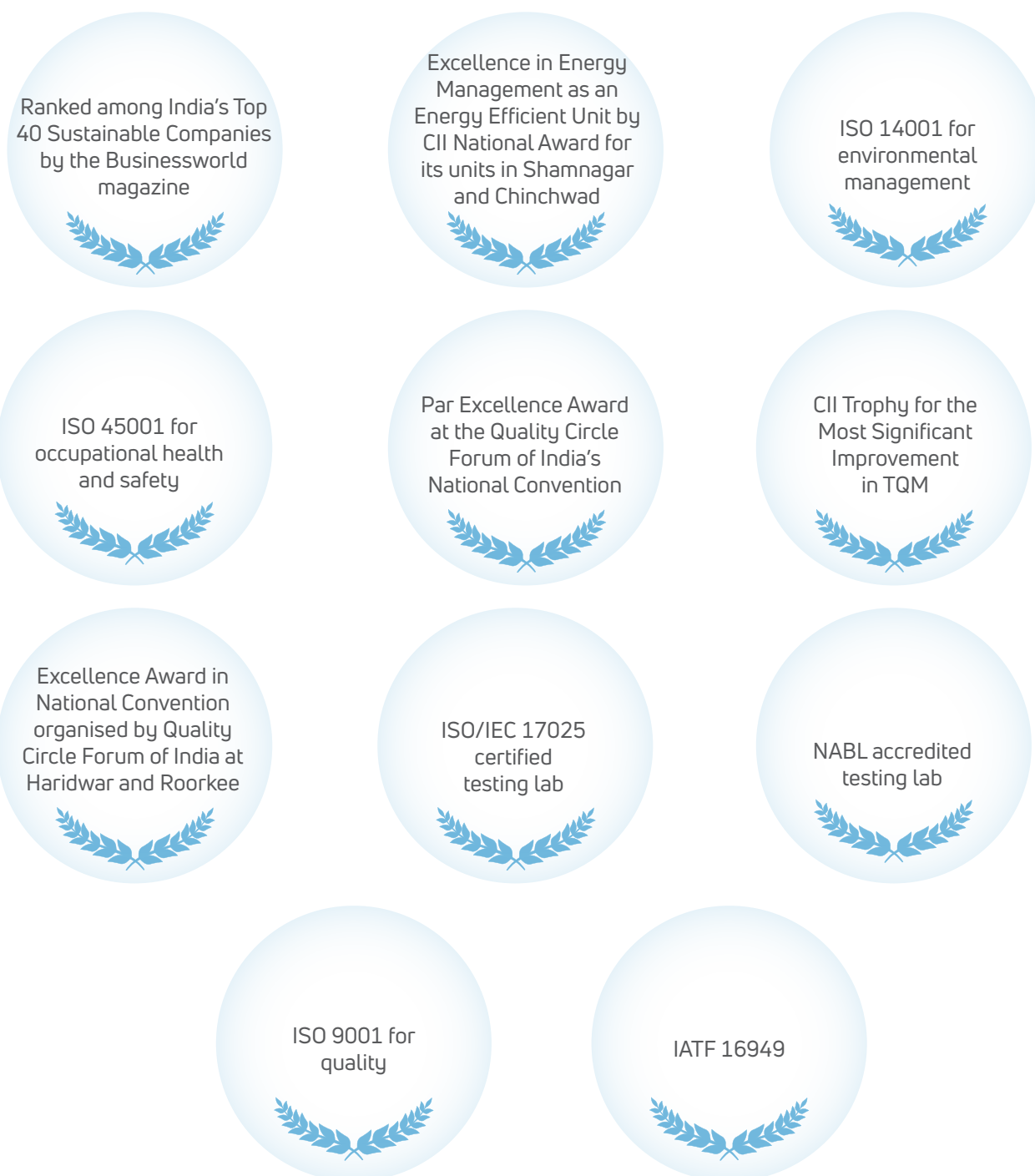
Key policies



The policies are available on company's website, kindly access below links:
<https://www.exideindustries.com/investors/governance-policies.aspx>

Awards and certifications

Our presence over decades has earned us many laurels and recognition. As we continue to adapt to evolving industry dynamics, our efforts continue to be recognised for our achievements in operations, technology and sustained market leadership.



GRI index

GRI reference	Indicator detail	Chapter	Page no
GRI102-1	Name of the organisation	Delivering powerful solutions for over 75 years	2
GRI102-2	Activities, brands, products, and services	Our comprehensive portfolio	4
GRI102-3	Location of the organisation's headquarters	Our presence	3
GRI102-4	Location of operations	Our Presence	3
GRI102-5	Ownership and legal form	Delivering powerful solutions for over 75 years	2
GRI102-6	Markets served	Our comprehensive portfolio	4
GRI102-7	Scale of the organisation	Delivering powerful solutions for over 75 years	2
GRI102-8	Information on employees and other workers	Fostering a purpose-driven work culture	32
GRI102-9	Supply chain	Building a strong distribution network	39
GRI102-10	Significant changes to the organisation and its supply chain	Building a strong distribution network	39
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