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.
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.

Our financial highlights

<table>
<thead>
<tr>
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</thead>
<tbody>
<tr>
<td>FY21</td>
<td>FY22</td>
<td>FY21</td>
<td>FY22</td>
</tr>
<tr>
<td>1.267</td>
<td>1.282</td>
<td>1.356</td>
<td>1.378</td>
</tr>
</tbody>
</table>

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

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 presence

Our financial highlights

Revenues (₹ in Crore)

<table>
<thead>
<tr>
<th>FY21</th>
<th>FY22</th>
</tr>
</thead>
<tbody>
<tr>
<td>9,857</td>
<td>10,041</td>
</tr>
</tbody>
</table>

EBITDA (₹ in Crore)

<table>
<thead>
<tr>
<th>FY20</th>
<th>FY21</th>
<th>FY22</th>
</tr>
</thead>
<tbody>
<tr>
<td>1,365</td>
<td>1,356</td>
<td>1,396</td>
</tr>
</tbody>
</table>

PBT (₹ in Crore)

<table>
<thead>
<tr>
<th>FY20</th>
<th>FY21</th>
<th>FY22</th>
</tr>
</thead>
<tbody>
<tr>
<td>758</td>
<td>826</td>
<td>765*</td>
</tr>
</tbody>
</table>

* 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-marin

Our Brands

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

Scan the QR code to read more.
The year in retrospect

**Environment**
- 18% Green energy consumption
- 45%+ Of lead used from captive recycled sources
- 8.4% YoY reduction in water intensity per rupee of turnover
- 1.73GJ* Energy intensity per rupee of turnover

**Social**
- 2.15+ Lakh People benefitted through CSR initiatives in FY 2021-22
- ₹63 Crore+ CSR expenditure incurred in 3 years
- 0.20 Lost-Time Injury Frequency Rate
- < 2% Of net profit paid as Board remuneration against mandate of 11%
- 31,250+hours of training provided
- 95%+ Attendance at Board meetings

**Governance**
- 4 : 1 : 4 Ideal mix of Executive (E), Non-Executive (NE) and Independent Directors (ID) on the Board, bringing diverse experience
- Separate Chairman & CEO appointed in the Company for more than a decade

**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
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 to the extent possible.

Managing Environmental, Social, and Governance (ESG) risks is a business imperative and directly 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 workforce is our greatest strength, and their health and safety can never be compromised.

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

Regards,

Bharat D Shah
Chairman
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 set ourselves an ambitious target to double our renewable energy capacity by 2030.

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

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 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:

1. **Stakeholder identification**
   We identified different stakeholder groups which are directly or indirectly impacted by our operations. This includes peers, investors, suppliers, customers, original equipment manufacturers (OEMs), and employees.

2. **Online surveys**
   To obtain stakeholders’ materiality preferences, online surveys with identified stakeholders were conducted, in addition to desktop evaluations.

3. **Evaluation of standards and frameworks**
   A thorough examination of global and industry standards such as Sustainability Accounting Standards Board, Dow Jones Sustainability Indices, Morgan Stanley Capital International, and National Voluntary Guidelines were carried out.

4. **Diagnostic assessment**
   A score was calculated after considering the material concerns of peers as well as the preferences of other stakeholders.

5. **Internal brainstorming**
   Multiple rounds of discussions were carried out internally, with senior management and department heads, to decide on material topics, our operational approach and target setting.

6. **Mapping**
   Exide and its stakeholders’ final ratings were mapped, and a matrix of material parameters was created.

7. **Target setting**
   After the identification of material topics, goals were set and a roadmap to achieve the same was established.
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.
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.

Pooling of sustainability topics
Compile a list of sustainability topics from various reporting frameworks and sustainability trends

Prioritisation
Prioritise the most pressing parameters based on the results of our stakeholder surveys and internal brainstorming

Finalisation
Top material topics from the significant issues were then finalised

Validation
Validation of the scope, goals, and timeframe of each material topic

Material matrix (as per ESG)

<table>
<thead>
<tr>
<th>Material ESG Topic for Exide</th>
<th>Very High</th>
<th>High</th>
<th>Medium</th>
</tr>
</thead>
<tbody>
<tr>
<td>Energy Management</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>GHG Emissions</td>
<td>4</td>
<td>5</td>
<td>6</td>
</tr>
<tr>
<td>Employee Health &amp; Safety</td>
<td>7</td>
<td>8</td>
<td>9</td>
</tr>
<tr>
<td>Code of Conduct</td>
<td>10</td>
<td>11</td>
<td>12</td>
</tr>
<tr>
<td>Board structure and Management</td>
<td>13</td>
<td>14</td>
<td>15</td>
</tr>
<tr>
<td>Human Rights</td>
<td>16</td>
<td>17</td>
<td>18</td>
</tr>
<tr>
<td>Community Relations</td>
<td>19</td>
<td>20</td>
<td>21</td>
</tr>
<tr>
<td>Waste Management</td>
<td>22</td>
<td>23</td>
<td>24</td>
</tr>
<tr>
<td>Customer Relationship Management*</td>
<td>25</td>
<td>26</td>
<td>27</td>
</tr>
<tr>
<td>Product &amp; Process Quality</td>
<td>28</td>
<td>29</td>
<td>30</td>
</tr>
<tr>
<td>Supplier Relationship Management</td>
<td>31</td>
<td>32</td>
<td>33</td>
</tr>
<tr>
<td>Water Management</td>
<td>34</td>
<td>35</td>
<td>36</td>
</tr>
<tr>
<td>Risk Management</td>
<td>37</td>
<td>38</td>
<td>39</td>
</tr>
<tr>
<td>Green Innovation</td>
<td>40</td>
<td>41</td>
<td>42</td>
</tr>
<tr>
<td>Climate Change Strategy</td>
<td>43</td>
<td>44</td>
<td>45</td>
</tr>
<tr>
<td>Tax Transparency</td>
<td>46</td>
<td>47</td>
<td>48</td>
</tr>
<tr>
<td>Labour Practices, Employee Engagement and Diversity &amp; Inclusion</td>
<td>49</td>
<td>50</td>
<td>51</td>
</tr>
</tbody>
</table>

*Repurposed as ‘Organisation Culture’
CONTRIBUTING TO THE PRESERVATION OF OUR PLANET

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.

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
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

<table>
<thead>
<tr>
<th>Emission Type</th>
<th>FY 2020-21</th>
<th>FY 2021-22</th>
</tr>
</thead>
<tbody>
<tr>
<td>Scope 1 emission (Metric tonnes of CO₂ equivalent)</td>
<td>22,818</td>
<td>27,164</td>
</tr>
<tr>
<td>Scope 2 emission (Metric tonnes of CO₂ equivalent)</td>
<td>3,31,211</td>
<td>3,85,760</td>
</tr>
</tbody>
</table>

Emissions per rupee of turnover (Metric tonnes /H in Crore)

<table>
<thead>
<tr>
<th>Year</th>
<th>FY 2021-22</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY 2021-22</td>
<td>33.34</td>
</tr>
<tr>
<td>FY 2020-21</td>
<td>33.16</td>
</tr>
</tbody>
</table>

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.

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 (in GJ)

<table>
<thead>
<tr>
<th>Year</th>
<th>FY 2020-21</th>
<th>FY 2021-22</th>
</tr>
</thead>
<tbody>
<tr>
<td>Energy intensity per rupee of turnover (GJ / h in Lakh)</td>
<td>0.179</td>
<td>0.175</td>
</tr>
<tr>
<td>Share of renewable energy (%)</td>
<td>16.0%</td>
<td>18.0%</td>
</tr>
</tbody>
</table>

7.87 MWp Solar on-site capacity
52.5 MWp Solar off-site capacity

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 Taloja. 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 (Kilo litres)

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<thead>
<tr>
<th></th>
<th>FY 2020-21</th>
<th>FY 2021-22</th>
</tr>
</thead>
<tbody>
<tr>
<td>Third party source</td>
<td>16,10,183</td>
<td>18,18,422</td>
</tr>
</tbody>
</table>

Water treated (in %)

<table>
<thead>
<tr>
<th></th>
<th>FY 2020-21</th>
<th>FY 2021-22</th>
</tr>
</thead>
<tbody>
<tr>
<td>Third party source</td>
<td>21</td>
<td>23</td>
</tr>
</tbody>
</table>

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

- 64% Groundwater
- 36% Third party source

Our vision

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

8.4% Reduction in water intensity per rupee of turnover in FY 2021-22

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 vision

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

Our performance

Total waste generated (metric tonnes)

<table>
<thead>
<tr>
<th></th>
<th>FY 2020-21</th>
<th>FY 2021-22</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>41,641</td>
<td>48,404</td>
</tr>
</tbody>
</table>

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

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.

45%+ of lead requirement is met through CML

200 KMT P.A.

Total Capacity of CML

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.
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.
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
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.

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**

<table>
<thead>
<tr>
<th>Training Hours</th>
<th>FY 2020-21</th>
<th>46,581</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>FY 2021-22</td>
<td>31,250</td>
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</table>

**Our vision**

Maintain the highest standards of Human Rights across the value chain

**Upshilling our talent pool**

**Our approach**

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).

**Our performance**

**Training hours**

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**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 vision**

Plants and offices assessed for human rights

**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.

**Our performance**

**Training hours**

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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.

Our performance

<table>
<thead>
<tr>
<th>Total incidents**</th>
<th>FY 2020-21</th>
<th>FY 2021-22</th>
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<td></td>
<td>15</td>
<td>7</td>
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**Total incidents refer only to loss time injuries as fatal accidents were nil

Lost-Time Injury Frequency Rate* (LTIFR)

<table>
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<tr>
<th>FY 2020-21</th>
<th>FY 2021-22</th>
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<tr>
<td>0.45</td>
<td>0.20</td>
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*LTIFR=total number of LTIX10,000/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
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.

Total Productive Maintenance (TPM), Quality Circle, 5S, Total Quality Management (TQM) and SDP-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.

Manufacturing process management

Certification:

- ISO 45001
- ISO 14001
- ISO 9001
- ISO/1ATF 16949
- ISO IEC 17025
- ISO 27001

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 improve 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:

- Education
- Health
- Empowerment
- Environment
- Employability

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

The social investment projects are planned with the basic idea of inclusive growth and socio-economic development, particularly for the disadvantaged and vulnerable populations belonging to areas where we operate. We are dedicated to the comprehensive and long-term development of communities. The past several years have tested humanity’s resilience in unprecedented ways, reinforcing our notion - it’s not about ‘I’, but about ‘We’.

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.

- **Kits provided**: 6,000+
- **Frontline workers benefitted**: 40,000+
- **Vulnerable sections of society benefitted**: 40,000+
- **Kits provided**: 6,000+
- **Medical equipment provided**: 22,000
- **Exide Aarogya 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 vulnerable sections of society.

**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.

**Abhaar 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**

**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 Arja 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.

**Entrepreneurial training for women**
We also support a senior welfare project for the elderly. As of now, we are helping the refurbishment of an existing old age home as part of an ongoing intervention. Nearly 80 senior citizens will be able to enjoy a stress-free and secure stay in the company of their peers.

**Exide Saksham**
Exide Saksham helps orphaned, semi-orphaned, abandoned, children and others from difficult backgrounds to be a part of mainstream society.

- **2.15+ Lakh beneficiaries in FY2021-22**
- **20.94 to 21.09**
- **CSR expenditure (₹ in Crore)**

**Our performance**

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<tr>
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<tr>
<td>20.94</td>
<td>21.09</td>
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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**

- Economic growth
- Decent work and economic growth
- Industry, innovation and infrastructure
- Responsible consumption and production
- Climate action
- Life on land
- Peace and justice
- Strong institutions
- Affordable and clean energy
- Clean water and sanitation
- Good health and well-being
- Industry, innovation and infrastructure
- Life on land
- Peace and justice
- Strong institutions
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.

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 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.

Our vision

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

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

Ms. Mona N Desai
Independent Director

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

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

Mr. Subir Chakraborty
Managing Director & Chief Executive 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 Gorghi
(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 Shoh
(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)
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.

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:

- SIAM
- EEPC India
- Quality Circle Forum of India
- IEEMA
- CII
- IBMA
- BCC India

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.

Key policies

- Product responsibility policy
- Code of conduct for prevention of insider trading
- Policy on supplier code of conduct
- Code of conduct for board of directors and senior management personnel
- Code of practice and procedures for fair disclosure of unpublished price sensitive information
- Corporate social responsibility policy
- Sexual harassment avoidance redressal policy
- Familiarisation programme for independent directors
- Whistle blower policy
- Nomination & remuneration policy
- Policy on material subsidiaries
- Policy on determination of materiality for disclosures
- Archival policy
- Policy on preservation of documents
- Dividend distribution policy
- Whistle blower policy
- Nomination & remuneration policy
- Policy on related party transaction

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

- Ranked among India’s Top 40 Sustainable Companies by the Businessworld magazine
- Excellence in Energy Management as an Energy Efficient Unit by CII National Award for its units in Shamnagar and Chinchwad
- ISO 14001 for environmental management
- ISO 45001 for occupational health and safety
- Par Excellence Award at the Quality Circle Forum of India’s National Convention
- CII Trophy for the Most Significant Improvement in TQM
- Excellence Award in National Convention organised by Quality Circle Forum of India at Haridwar and Roorkee
- ISO/IEC 17025 certified testing lab
- NABL accredited testing lab
- ISO 9001 for quality
- IATF 16949

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Note
Sustainable by Design